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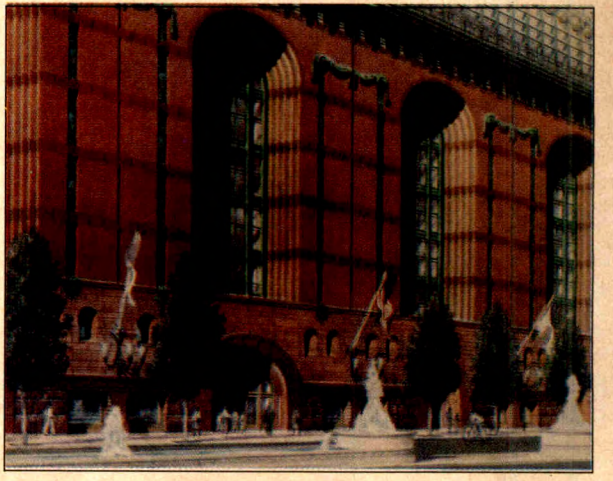
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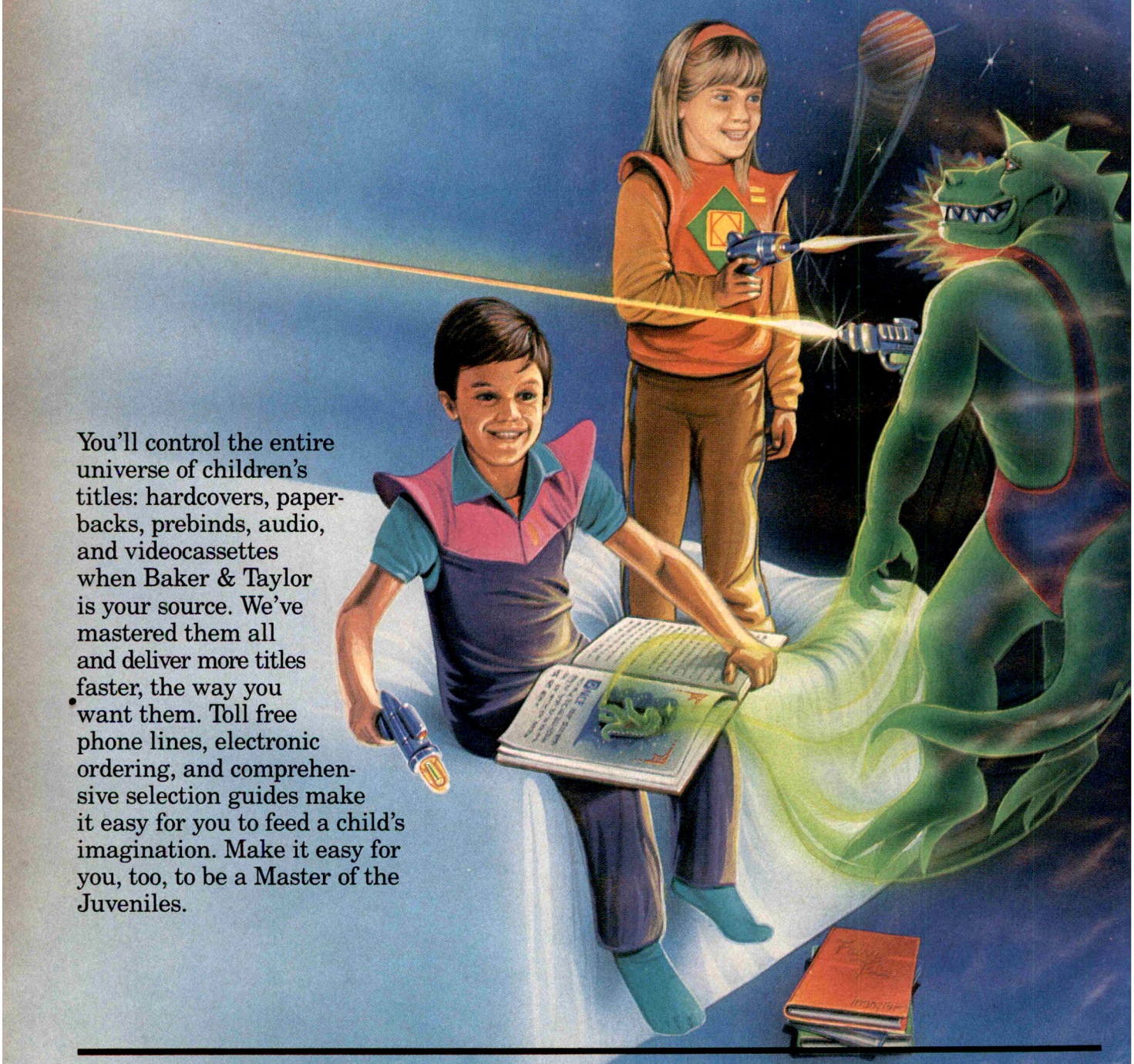
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Cover: "We were interested in...a building that would have a presence when you walked by," said Thomas H. Beeby, lead architect of the team that will build a new $140-million Chicago Central Library. In June, the neoclassical design won out over four outstanding projects in the city's notable design-build competition. The detail at right shows the building's deep rose walls topped by copper ornamentation. See p. 565.



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Annual Conference: Early highlights

Member gras. Some 16,550 strong, they came to New Orleans July 9–14 to fatten up on Creole shrimp and Cajun catfish, on new issues and better techniques, inspiration, and business leads. The much-feared climate proved bearable—more so than Yankee imitations of local dialect—and conferees went home with bouyed ambitions and bellies full. In a city warming up for the Republican Nominating Convention, ALA went its Democratic ways, cheered and informed by Tip O'Neill, U.S. Rep. Lindy Boggs (D-La.), and Gerry D'Amico, representing Mike Dukakis; official actions solidified ALA opposition to Administration information policy and to the FBI Library Awareness Program.

Next month's *AL* will look at the major general sessions and selected programs and business items—including some currents from the back bayous of ALA politicking.

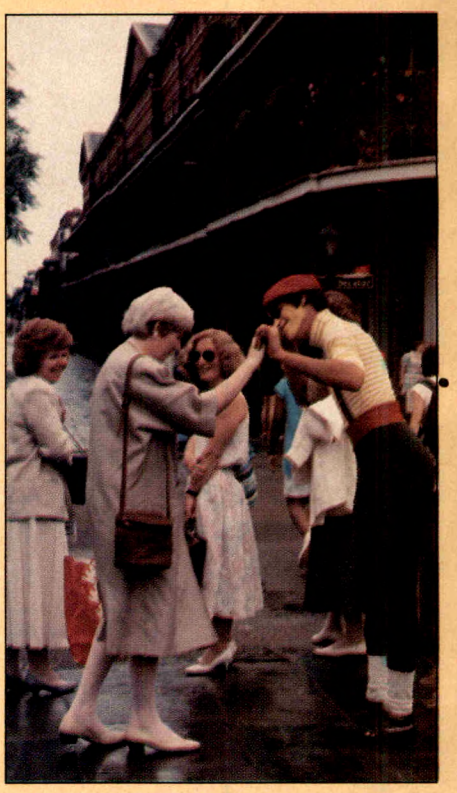
ALA vs. FBI. Council passed a resolution, proposed by the Intellectual Freedom Committee, opposing the FBI's Library Awareness Program and calling for its "immediate cessation." The Executive Board approved the IFC's recommendation that ALA join the Freedom to Read Foundation in a Freedom of Information Act suit to obtain "full documentation" regarding the program, FBI library visitations, and all related activities. Additionally, the board authorized funding to allow the IFC members, ALA President F. William Summers, and ALA counsel to travel to Washington to accept the FBI's invitation for a meeting to discuss ALA's concerns about the program.

During the conference, ABC's "Nightline" devoted a July 13 broadcast to the FBI's program. Representing library concerns, Office for Intellectual Freedom Director Judith Krug called efforts to monitor library use by foreigners "contrary to everything libraries in this country stand for."

Council elects. To its Committees on Committees, chaired by President-elect Patricia Wilson Berger, Council named Amy Kellman, Sul H. Lee, S. Michael Malinconico, and Lois Winkel. Council elected Richard G. Akeroyd, Elaine M. Albright, Margaret A. Bush, June Garcia, and Gerald R. Shields to the Planning & Budget Assembly. Council also voted to nominate outgoing Executive Board members Regina Minudri and Patricia Schuman to fill two vacancies on the board, and the Executive Board confirmed the choice.

Council sets new policies. Council stated ALA's opposition to mandatory drug testing of library employees and adopted two policy

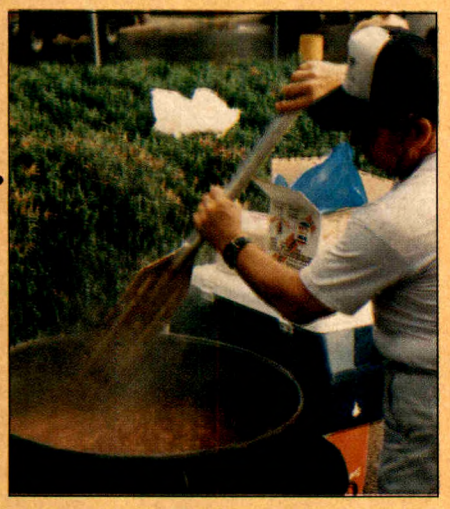




Getting into the spirit of New Orleans are Carla La Croix (Dallas Public Library), masked for the All Conference Reception, and a group visiting the French Quarter direct from the exhibits.







Top to bottom: Speakers and fellow Democrats Tip O'Neill and Lindy Boggs embrace at the Opening General Session; the All Conference Reception featured authentic Mardis Gras floats, one carrying President Margaret Chisholm (rt.) and past division presidents; New Orleans native stirs a mean gumbo near the site of the Annual Fun Run.

statements on library education: "The master's degree from a program accredited by ALA is the appropriate professional degree for librarians," and the ALA-accredited master's or a master's accredited by the National Council for the Accreditation of Teacher Education with a specialty in school library media "is the appropriate first professional degree for school library media specialists."

Council also urged the National Commission on Libraries and Information Science (NCLIS) to be well informed on patrons' privacy rights. NCLIS was further urged to ensure that government agencies operate within legal guidelines protecting citizens' rights and respect librarians' rights to deliver information services to patrons. The Legislation Committee was directed to review the policies and activities of the national commission annually and recommend to Council and Executive Board any ALA action relative to NCLIS.

Personalities plus. How do you keep 'em down in their seats after they've seen the French Quarter? With personalities such as Tip O'Neill, who told a full Convention Ballroom, "Only ALA could get me out of Cape Cod at this time of year." The former Speaker of the House mingled political anecdotes with praise for modern librarians and their fight for information access. Other personalities drawing rave reviews included U.S. Rep. Lindy Boggs (D-La.), herself a resident of Bourbon Street and a one-time, one-year director of a school library. Boggs told her audience at a program on pay equity, "Your presence reaffirms that the women's movement is still alive."

At ethnic- and minority-interest programs, Air Force EEO director Stella Guerra and Georgia State University professor Asa G. Hillard delivered stirring remarks, and at a session on career planning, psychiatrist Judith Bardwick blended theater and fact to delight a standing-room-only audience. Among Libraryland's own personalities, Michael Gorman, introduced as "Mr. AACR 2," announced to some 800 fans his imminent farewell to AACR authorship, but not to critical observation, as he called MARC "a glittering coffin of bibliographic information."

Leading presidents. Margaret E. Chisholm, ALA's 1987–88 president, was her own best example of "Leadership," the year-long theme she brought to crescendo at Annual Conference. From preconference appearances at such events as a Library of Congress open forum July 8, to the last, gavel-passing gasp of the Inaugural Banquet, she seemed ubiquitous, and she infused the conference with ideals of leadership—motivating, inspiring, and influencing a good dozen programs treating the theme. Her own President's Program showcased young leaders whose names will brighten the profession for years to come.

In his inaugural address, F. William Summers previewed the spirit of inquiry and action that will characterize his term—first, an Association-wide re-examination of the commitments worthy of ALA's resources, then an "investment in our shared future" driven by the choices. In his brief and graceful address, he described ALA as a loose federation in many ways, but one that coalesces into a fist that can strike when necessary.



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Librarians explore impact of massive ethnic change

by Dallas Y. Shaffer

Mayor Henry Cisneros of San Antonio brought 103 librarians, politicians, educators, and other civic leaders to their feet with his vision of America's future at the May 25–27 conference on "State of Change: California's Ethnic Future and Libraries."

Cochaired by Yolanda J. Cuesta of the California State Library and Roberto G. Trujillo of Stanford University Libraries, the invitational meeting was held in San Diego. The conference and its background Rand Corporation study, *Public Libraries Face California's Ethnic and Racial Diversity,* by Judith E. Payne, were funded by an LSCA grant.

The Payne study reports that California's ethnic minorities, now 40 percent of the population, will reach 48 percent by the year 2000; four of the expected 5 million additional Californians will be Hispanic or Asian. The impact of the change will be much greater on some communities because the newest Americans do not fan out evenly. The report points out that pluralism brings a diversification of interests in information and even in the language necessary to convey information. Almost one-quarter of Californians over the age of 5 do not speak English at home.

Cisneros spoke of his vision of an America that practices the politics of inclusion. He was the first of several speakers to declare that incorporating minorities into our core culture is no longer an issue of civil rights but of survival.

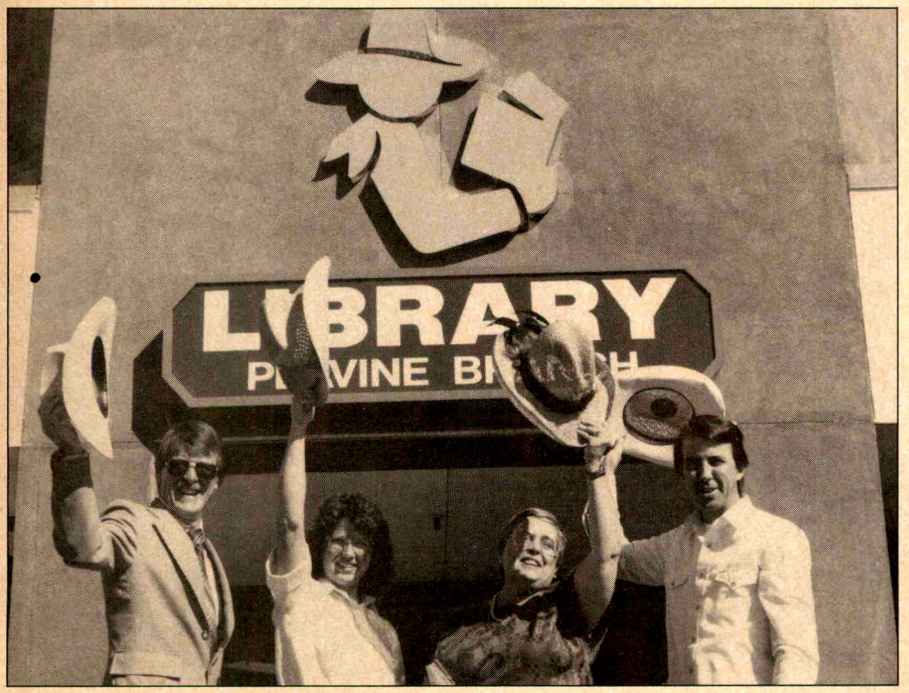
Conference participants, meeting in small groups, heard presentations from a dropout counselor, a sociologist, municipal officials, and District of Columbia Public Library Director Hardy Franklin. They then tried to identify issues facing public libraries in the future. Among those that emerged: a need for youth services as the average age drops; the fact that lower-income minority use is primarily among children who use the library for education, not recreation; the complacency of public officials and minority groups; and the importance of reaching minorities through their churches and ethnic organizations.

Two strong themes emerged again and again: the need to recognize that service to minorities is not an "extra" but must be integrated in the library's mission and strategic plan, and the need to build coalitions with minority groups and find library advocates among their leaders.

In his summary, California State Librarian Gary Strong observed that the conference represented a recommitment to the vision of public libraries serving all peoples.

To share the findings of the Rand study and discuss conference issues with community leaders, awareness forums are being held in libraries across the state this summer. *Public Libraries Face California's Ethnic and Racial Diversity,* Report R-3656, is $7.50 from the Rand Corp., 1700 Main St., POB 2138, Santa Monica, CA 90406-2138.

Dallas Shaffer is Monterey (Calif.) County Librarian and president-elect of LAMA.



COWBOY READER. A distinctive westernized version of the ALA logo gleams above the new Peavine Branch of the Washoe County (Nev.) Library system. Happy about the whole thing are, from left, Library Board Chair Jim Clawson, Branch Librarian Janet Pozarski, System Director Martha Gould, and County Commissioner Larry Beck

The branch opened June 11 in a shopping center several miles north of Reno.

Designed in 1982, the cowboy logo now appears on a library for the first time—in silver.

Librarians attack FBI program at House subcommittee hearing

Librarians testifying at a Congressional hearing denounced the FBI's "Library Awareness Program," calling it a threat to privacy and access to information. The witnesses also disputed the bureau's defenses of the program, in which FBI agents asked librarians to report library use by suspected foreign intelligence agents.

At the June 20 hearing of the House Judiciary Subcommittee on Civil and Constitutional Rights, Chair Don Edwards (D-Calif.) said he had discussed his concerns with FBI officials but "to be candid, we've had very little success in getting the FBI to understand that we in Congress are very much concerned about this issue."

C. James Schmidt, chair of ALA's Intellectual Freedom Committee, said the privacy of library users was guaranteed by ALA's Statement on Professional Ethics and its Policy on Confidentiality, and by laws in 38 states and the District of Columbia. Schmidt refuted FBI defenses of the program, concluding that it "has not been justified and is not being conducted as the bureau claims, either with respect to geographic or procedural limits."

"The requests of the FBI that library staff monitor and report the use of the library by any patron chill the First Amendment freedoms of all library and database users," said Schmidt. "The Library Awareness Program is a threat to the fundamental freedom of this nation. If continued, it will seriously and unnecessarily invade the intellectual life of citizens."

"The mere thought that a librarian or anyone else may be watching over one's shoulder and reporting to the government on one's reading habits conjures up images of Big Brother and creates an enormously chilling effect on all those who use libraries," said Columbia University Librar-

ian Paula Kaufman, who had refused to cooperate with the FBI when she was approached. "It seems to me that our society faces a far greater threat from the loss of our basic rights of privacy and access to public information than from the use of unclassified material by foreign nationals in our libraries," Kaufman said. "Any threat to our national security which results from the exercise of these rights is the necessary price we must pay to remain a free and open democratic society."

The executive directors of the Association of Research Libraries and the Special Libraries Association also criticized the program. ARL Executive Director Duane E. Webster called the initiative "vaguely defined and open to misuse and abuse" and said it would have an "unintended chilling effect on the life of the mind."

Citing FBI statements implying that the Special Libraries Association was cooperating with the FBI's efforts, SLA Executive Director David R. Bender said the reports are "untrue and serve only to unfairly implicate SLA of wrongdoing."

Although FBI Assistant Director James H. Geer left before the hearing began and did not testify, he submitted a written statement defending the program. Geer called the campaign "a very measured response to a well planned and organized effort... to exploit our specialized scientific and technical libraries and recruit our citizens." A followup hearing in which the FBI was to describe its goals and methods, originally set for June 30, was rescheduled for July 13.

Sessions defends program

At an FBI oversight hearing of the Senate Judiciary Committee on May 17, Chair Patrick Leahy (D-Vt.) questioned FBI Director William Sessions about the Library Awareness Program. Sessions stated that under the FBI's foreign counterintelligence responsibilities, the bureau was obligated to investigate the use of libraries by suspected foreign agents. "Where they are, we believe we must be," Sessions said.

Sessions said he did not understand how pursuing leads invades the rights of Americans to have free access to information. He added that any librarian is entitled to say to any FBI agent, "I do not choose to give that information." —*G.F.*

NEH halts aid to NYPL

For the first time in 16 years, The National Endowment for the Humanities (NEH) has denied the New York Public Library's full funding request. Instead of the $6 million in federal support over three years requested by NYPL for the operations of its research libraries, NEH reduced the grant to $1 million for FY 1989, with no further special grants to be made.

In recent years the $2 million received from the NEH supported approximately 20 percent of the acquisition, cataloging, and preservation costs of NYPL's humanities collections, which the library considers its greatest national resource. The operating budget of the research libraries has increased from $42 million in 1987 to a projected $50 million in 1989, due largely to increased materials costs and the fall of the dollar.

"Loss of this crucial basic support jeopardizes our ability to maintain the scope of our national services, such as acquisitions, cataloging, and preservation," said NYPL President Vartan Gregorian, "and unless additional federal revenues are provided, this decision will signal the end of an exemplary partnership in which the government and private sector have shared responsibility for rebuilding and sustaining this institution."

Ironically, the library's increased visibility and success at fundraising since Gregorian arrived seven years ago seem to have been the major factors in the loss of the grant. In a June 1 letter, NEH Chair Lynne V. Cheney told Gregorian, "The previous financial condition of the library that originally justified the Endowment's treating NYPL differently from all other applicants no longer prevails....the library has become a viable, ever growing institution, one that has had increasing success in recent years in achieving both public and private support."

In response to the loss of NEH funding, NYPL initiated immediate cutbacks in operations, including an indefinite hiring freeze in the research libraries and reductions in periodical acquisitions and preservation activities. —*G.F.*



James VanMeter

Library holds station hostage; public agrees to demands

Director Babette Beach and Circulation Head Lew Blockcolski, of the Public Library of Enid and Garfield County (Okla.), "hijacked" radio stations KGWA (AM) and KOFM (FM) to deliver nonnegotiable demands for new library card holders. Brandishing Uzi waterguns, they interrupted deejay Keith Hillyard's drive-time program on the morning of April 18, threatening Hillyard and other deejays with "paying the price" if demands for 60 new card holders that day, and 300 during National Library Week, weren't met. The threats included: dusting bookshelves, stamping date-due cards, and oiling book trucks.

When the first day's quota was not reached, deejays were forced to announce card totals, issue NLW public service announcements, and plead for listeners to save them by signing up.

Listeners capitulated to the librarians' demands. On Friday night, library staffers, deejays, and listeners gathered at the station to celebrate the new cardholders—and the freedom of the deejays.

Canadian Library Association bites bullet in Halifax

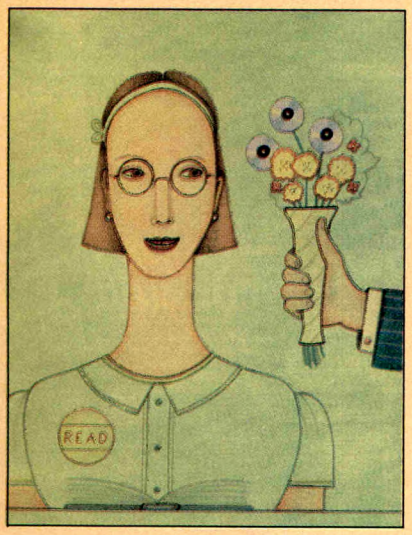
Meeting in breezy Halifax, N.S., June 16–20, 1,250 members of the Canadian Library Association (CLA) bit the bullet and voted to deal with a budget deficit by raising their dues 10 percent. They also expressed their views on copyright, pornography, and the sale and leaseback of university collections.

Just three years ago, CLA rejected a 5 percent dues increase, which outgoing President William R. Converse recently said would have offset the $300,000 budget deficit CLA recorded in 1987. Previously,

IMAGE: How they're seeing us

THE PRISSY LIBRARIAN, BELOW, BEing only slightly tempted by a bouquet of hard disks, illustrated an article by Nancy Melin Nelson in the July *CD-ROM Review* on vendors making news with marketing strategies. Nelson, consultant and editor of *CD-ROM Librarian,* also wrote a cover story in the same issue of this national magazine entitled, "Is It Too Quiet in the Library?" She explains why librarians haven't fully embraced the technology and why database producers have been overly cautious.

Librarian Robert Newhard of the Torrance (Calif.) Public Library sees some truth in the above graphic. In the cover story, he blames librarians for "not exercising sufficient initiative to bring this technology to bear on the information requirements of ordinary people."



Shying away from initiative?

LIBRARIANS PLACED 23RD ON A LIST of 1988's "25 Hottest Careers." The July *Working Woman* feature says a "library sciences expert" gets star billing at corporations and law firms. Though the editors caution that the absolute number of graduates at the UCLA library school has fallen in the last 10 years, they predict demand for them will soon exceed the supply. Deborah Iannitto of County of Henrico P.L., Richmond, Va., and Gwenn Neville, librarian at Milliken University, sent *AL* clippings.

FORGET THE TANS, SAYS STAFF writer Kathleen Hughes in a May 9 *Wall Street Journal* story. Reporting on an American Academy of Dermatology publicity assault on the sun, she quotes California fashion designer Nancy Johnson: "The look now is to have an intellectual library pallor. That's acceptable." *AL* is grateful for the several tearsheets sent by readers.

CLA members earning under $20,000 paid annual dues of $65; those earning over that amount paid $100, although it costs $155 to service each member.

According to the new schedule, which came into effect July 1, members who earn $25,000–$35,000 pay $120 this year, rising to $150 in 1990. The first division choice remains free, but added memberships cost $25, increasing to $30 in 1990.

Although CLA is tightening its belt to keep within a $27,000 budget deficit this year, the association does not intend to curtail its active lobbying on behalf of library issues. CLA successfully presented librarians' concerns about the Copyright Act, which finally passed into law June 8 after long and spirited Parliamentary debate. Librarians questioned the formation of copyright collectives and the fair dealing provisions that are similar to the U.S. concept of fair use.

In Halifax, CLA Council gave its unanimous support to Copyright Committee Convener Judith McAnanama in her continuing battle to win single-copy exceptions for libraries in the upcoming second phase of Copyright Act amendments.

The Canadian government's latest effort to control pornography, Bill C-54, has met tremendous opposition from the library community; CLA considers the bill dead. In Halifax, CLA presented its first Award for the Advancement of Intellectual Freedom in Canada to Toronto Public Library Director Les Fowlie and the library board for organizing a one-day protest last December (*AL,* Jan., p. 4). In April the University of Ottawa sold 500 library items to Canada Trust for $38 million in a sale/leaseback deal. CLA's Converse condemned such arrangements in the June *Feliciter,* and the Canadian government and the Province of Ontario slapped moratoriums on the practice. But sale/leaseback is still a hot topic: In Halifax, both the CLA Council and the Canadian Association of College and University Libraries set up committees to study the concept.

—Lynne Owen, editor of CLA's Feliciter

Library school fights, wins, when evicted by chancellor

South Hall, the venerable and attractive home of the UC/Berkeley library school, sits near the center of campus and seems an unlikely spot for battle. But a battle there was; students, faculty, and alumni of the school fought and won against long odds.

Eighteen months ago South Hall was vacated for reinforcement against earthquakes. The library school moved into an off-campus office building with assurances from university administrators that it could reoccupy as soon as work was completed.

But when other buildings had to be vacated—other programs and offices displaced, including the chancellor's office—library school dean Bob Berring began to fear that the school's return might be delayed, perhaps indefinitely. Soon his concerns became real. The chancellor's office declared it could not move off campus, and thus the library school would remain in its temporary quarters another two years.

Berring decided to fight. Students and faculty petitioned the administration. The alumni association rallied support, and letters, some "quite intemperate" as Berring told *AL,* poured in. The student newspaper, the *Daily Californian,* editorialized in support of the librarians. The Berkeley faculty senate spoke out for them. Berring himself was quoted in the *Oakland Tribune*: "We're changing the image of librarians; we're fighting librarians!"

The result: The school was notified that although the chancellor's office had been considering moving into South Hall, other arrangements were being made. And, as corrugated moving boxes now indicate, the battle is won. The library school will return to South Hall in August. *—T.G.*

news in brief

N. Mex. school librarians beat censors. Librarians won the day in New Mexico June 23 when the State Board of Education voted against adopting Addendum C-11, a proscriptive glossary of "new-age" teaching methods.

C-11 supporters were hoping to enforce a nonbinding state resolution, Senate Memorial 45, that demands teachers stop brainwashing schoolchildren with "mind-altering" practices like occultism.

Librarians had written some 200 letters to board members this spring blasting the revision as weakening the integrity of school library collections. Title challenges are already on the rise, brought by Citizens Alert to Cultic Harrassment among other parent groups.

Though C-11 supporters on the board say they oppose censorship, the New Mexico Library Association may ask the state school board to adopt an intellectual freedom statement.

Columbia extends library program. Beginning in the fall of 1989, Columbia Univer-

(News continued on p. 632.)

Cover story:

Chicago to build nation's largest municipal library; Classical design triumphs in international competition

by Art Plotnik

AFTER SOME 66 YEARS OF POLITical dickering, a mountain of planning, and a 1987–88 design-build competition that yielded five finalists, Chicago has chosen a classical design approach by postmodernist architect Thomas H. Beeby for a new 757,031-sq.-ft., $140 million central library scheduled for completion by 1991.

To be named the Harold Washington Library Center in honor of the city's late mayor, the project is said to be the largest municipal library ever built in the U.S., exceeding Dallas Public Library's 600,000 total square feet and the 450,000 square feet of the Los Angeles Public Library extension project.

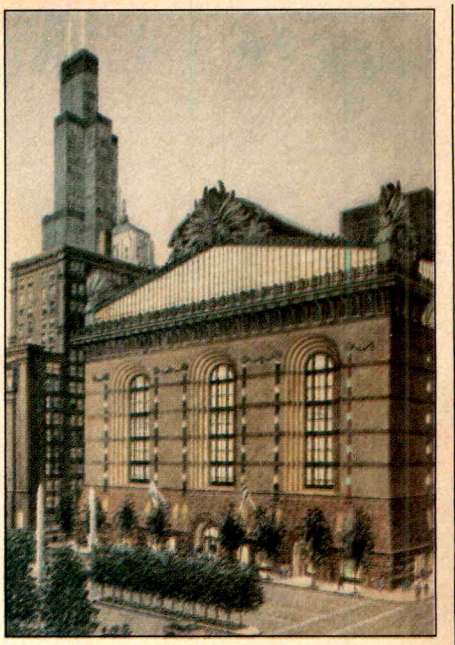
The Chicago structure, a highly functional design with 10 stories and more than 520,000 net sq. ft. (not including winter garden) of floor space, allows for vast growth in collections and state-of-the-art services. CPL's central services are now scattered among leased warehouse spaces and the former Central Library, an 1897 building remodeled into a Cultural Center.

The winning proposal resulted from a design-build competition in which teams of builders, architects, engineers, and library consultants studied voluminous specifications developed by Central Library Director Emelie J. Shroder with the assistance of many CPL staff members and consultant Aaron Cohen. The teams then submitted designs and proposals guaranteeing delivery of the building on deadline and within the $140 million figure. Each finalist was awarded $100,000, said to be far less than the cost of developing the proposals.

Although design competitions are not uncommon, the design-build approach with its locked-in costs is rarely tested on public buildings, and a number of municipalities are watching to see if it will work, according to CPL's design development coordinator, Nancy Kellum-Rose.

Architect a Yale dean

Beeby is a principal of the Chicago-based firm of Hammond, Beeby, & Babka, the architectural component of the Sebus Group design-build team. Sebus was the only team not employing professional library consultants (see box, next page), although its architectural consultant—Colin St. John Wilson and Partners of London—lists the British Library St. Pancras among its library designs. Beeby, dean of Yale's School of Architecture, recently designed the Sulzer Library, a large and imaginative CPL regional branch, among other library structures.



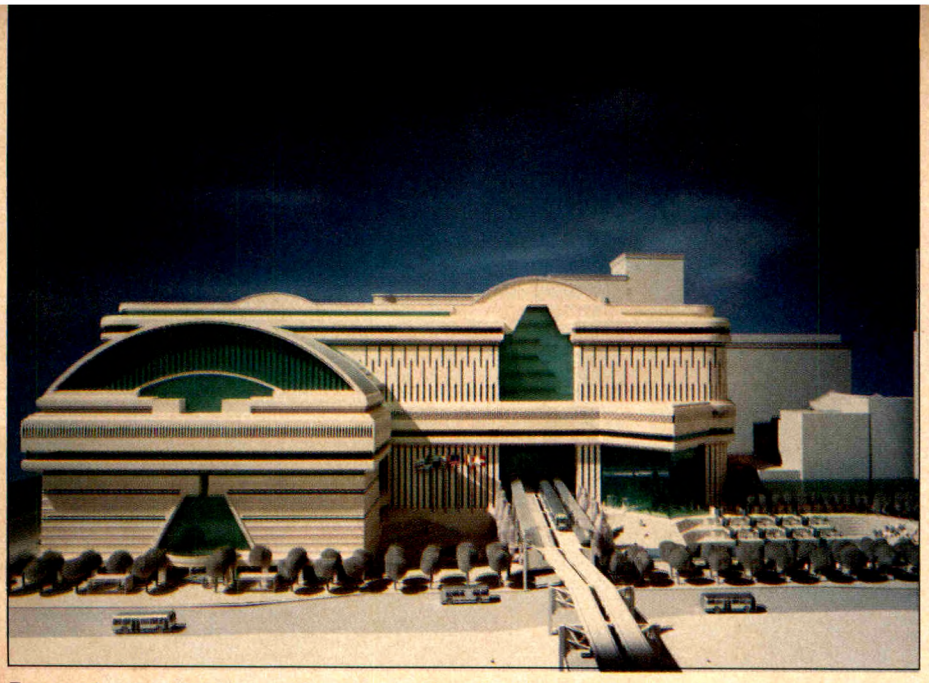
Detail from a sketch of the winning Sebus Group entry shows Chicago's Sears Tower in background. Architect Beeby described the design as adaptable, yet understandable. See also cover, table of contents.

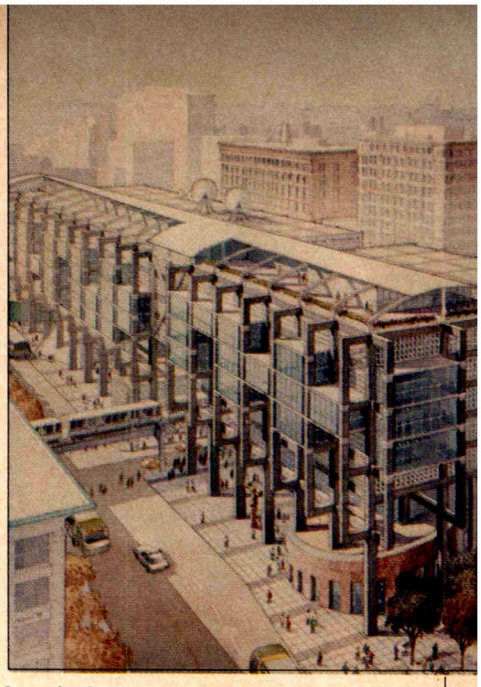
Owing to the formidable constraints of the competition—cost guarantees, technical complexities, and the city's procedural requirements—entries were few, yet they represented several of North America's top architects and developers (see captions). In addition to technical presentations, each team prepared museum-quality models





Left, lead architect Dirk Lohan of the Metropolitan-Lohan team designed an 11-story building with 30-foot lanterns as ornamentation and a four-story great hall. Right, the Library '88 Partnership entry, by Adrian Smith of Skidmore, Owings, Merrill and Ricardo Legorreta of Mexico City, featured a 12-story atrium with escalators and glass-enclosed elevators.





Two entries exercised the option of extending the library a block north and incorporating Chicago's downtown elevated train within the structure. Left, Canadian Arthur Erickson's design for the John Buck Co. team was the popular favorite and put non-public functions in the north wing. Right, Helmut Jahn's daring design for Paschen-Tishman-Jahn rises 80 feet on stilts.

and display panels for public viewing in May and June in the Cultural Center, and pitched their plans to varied audiences and media. Finally, in mid-June, the teams defended their proposals in grueling sessions before an 11-member jury of business people, professionals (including one librarian, D.C. Public Library Director Hardy Franklin), and other citizens. After a week of lively speculation throughout the city, the jury announced the winner on June 20; the next day, the library board approved the choice.

Because Beeby's entry is so radically a return to neoclassicism, its triumph surprised and disappointed many: architectural critics such as Paul Gapp, who had written that it "can be rejected without regrets," and those librarians who see the intimidating "cathedral-of-learning" stereotypes embodied in the 19th-century monumental style.

But already the building has legions of supporters, who cite its national design "significance" and harmony with surrounding downtown Chicago architecture, its amenities, such as a top-floor winter garden, and such functional innovations as a double "thermos-effect" exterior wall.

And not a whisper of disappointment can be gathered from CPL staff members—certainly not from Commissioner John Duff or Deputy Commissioner Sam Morrison, who have worked devilishly to foster a new building. Others at CPL are so delighted at a likely end to their wanderings that, as one staffer told *AL*, "They could have built a pigsty and we'd have jumped for joy." □

The consultants speak—and are heard

"IT WAS A HUMBLING EXPERIENCE TO be in a competitive relationship with several of the nation's most outstanding library building consultants," Robert Wedgeworth told *AL* in late June. "It is unfortunate that none figured in the design selected." Wedgeworth, Columbia library school dean and consultant to the John Buck team, was responding to *AL*'s brief survey of librarian consultants for teams in Chicago's design-build competition. *AL* asked the consultants how much they influenced the final design, what principles they applied, and how they viewed such a competition. *AL* also queried the architectural consultants serving the winning Sebus Group in lieu of library professionals.

Overall, the library consultants said they enjoyed considerable influence on the designs. Wedgeworth said his role evolved from one of "lending credibility" to real input in testing the design against the library program and projecting adaptability to technological change.

Leigh Estabrook, Univ. of Ill./Champaign library school dean, consulted for the Paschen-Tishman-Jahn team. "Every concern we raised was addressed," she said, and "in the end, I felt strong ownership of the design...." Estabrook was disappointed, however, in how libraries and librarians were viewed in public debate and perhaps in the final decision. Architectural merits overshadowed the design requirements of truly modern, complex, "noisy" library services, she said; romanticized versions of a "sacred, silent place" prevailed, while reactions of librarians were ignored by the media and possibly undervalued by the jury.

Robert H. Rohlf and Patrick O'Brien, directors respectively of the Hennepin County (Minn.) and Dallas Public Libraries, consulted independently for the Library '88 Partnership. Rohlf's advice affected basic form and shape, including internal floor layout. O'Brien offered general advice as a former CPL deputy commissioner, and helped plan division layouts.

Consulting for Metropolitan-Lohan were library planner Lowell Martin and Beverly Lynch, university librarian at Univ. of Ill./Chicago. Lynch replied that their influence was extensive; for example, to make the library more inviting, "we convinced the architect to move the main library floor down to the second level."

Mary Jane Long, consultant to the winning Sebus Group as a director of Colin St. John Wilson architects, declined to isolate her specific contributions to the building, noting that her interest focuses "on the spatial and constructional developments of library design"; but CPL staff planners later praised her understanding of the library program.

Most of the consultants felt they were not in "head-to-head" competition with one another, as were the architects, and that their approaches to the CPL specifications were probably similar. They did indeed cite similar design principles: accessibility, efficiency, economy, effectiveness, flexibility, and appeal, within the restraints of the given program.

—*A.P.*

reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed, typed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or may be edited to fit space.

Brave new world of book thieves

LAWRENCE W. TOWNER'S "AN END to Innocence" (March, p. 210–213) gives a clear picture of the new world libraries have entered regarding theft and security. However, the scholar-librarian relationship need not perish provided each treats the other with professionalism and respect.

This means that scholars must not ask their librarian colleagues for special privileges and favors. Librarians, on the other hand, must demand the highest possible standards from their peers. They must also not shy away from taking active steps when a theft is discovered, including opening channels with both local police and the FBI, employing private investigators, and aggressively publicizing the case to booksellers worldwide. BAM-BAM (Bookline Alert—Missing Books and Manuscripts) and IFAR Reports (formerly the Stolen Art Alert and Art Research News) exist to be used in such cases.

Yes, a new world, but a world still rich in friendship and esteem through open eyes.

SUSAN M. ALLEN, ALA member,
The Honnold Library, Claremont, Calif.

CLA's manual labors

AFTER READING THE "NEWS IN Brief" article on the return of Kelley's *New Car Price Manual* to libraries (March, p. 164), I had to write to give you the whole story.

When Kelley decided not to sell the *New Car Price Manual* to libraries anymore, the California Library Association mounted a statewide campaign to get the decision reversed. Under the auspices of the California Institute of Libraries, one of CLA's constituent bodies, and energetically directed by 1987 CIL President Betty Blackman, a letter-writing campaign was begun.

The ensuing publicity brought the problem to the attention of the state Attorney General, who decided to investigate the matter. After some months of discussion with the Attorney General's staff, Kelley rescinded its decision and is once again selling the *New Car Price Manual* to libraries, as was reported by Susan Fuller.

This resounding success for CLA and CIL came barely one year after a similar statewide campaign encouraged Pacific Bell to rescind its decision to charge libraries for telephone directories. 1986 CIL President Patricia Bergsing took the matter all the way to the California Public Utilities Commission, which ordered Pacific Bell to provide free telephone directories to libraries.

CLA and CIL members are justifiably proud of what they have achieved on behalf of their users. Susan Fuller's letter was but one of many that made a profound difference for California libraries.

SUSAN L. NICKERSON, ALA member,
Roseville (Calif.) Public Library

Another "Beast" booster

I AGREE ONE HUNDRED PERCENT with Barbara Weber's praise for the TV series "Beauty and the Beast" (May, p. 349). In fact, I'd like to see Catherine and Vincent on a future ALA poster in the READ series. Not

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only does this literature-oriented show attract children and adults, it's the only show my cat regularly slinks out to watch.

JEANETTE LARSON, ALA member,
Mesquite (Tex.) Public Library

A Moyers enjoyer

AS IS MY USUAL CUSTOM, I BEGAN reading my June copy of *AL* upon receiving it in the day's mail. What to my delight and surprise greeted me but a photo on page 430 presenting my "best side" speaking with Bill Moyers! (The fist raised by Mr. Moyers was not in any threatening way—just trying to make a point. My friends thought it was apropos of my usual behavior.)

This opportunity to meet Mr. Moyers and actually ask him a few questions was the high point of the PLA Convention for me; second to him was the luncheon presence of Fred Rogers, introduced so touchingly by Maggie Kimmel of Pitt's Graduate School of Library and Information Science. You were right! We were all in tears before it was over.

Mr. Moyers graciously answered my questions in his quiet, genial manner, and I, in turn, thanked him for the best TV viewing available. We here in Chester County Library System are delighted that the District Center will be purchasing these video tapes to be loaned throughout the system.

Congrats to the planning committee for PLA in Pittsburgh and to you for your excellent review of this fine convention. Keep up the good work and the excellent photography.

DOROTHEA D. NEWPORT, ALA member,
Coatesville (Pa.) Area Library

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6. **Moving Up** — strategies for assessing and marketing advancement opportunities to a current or prospective employer.

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215-953-1040

Pups and cats together

MID-PENINSULA AND HIAWATHAland Cooperatives (both located in Michigan's Upper Peninsula—the U.P.) avoided the dog/cat library controversy (April, p. 258) back in 1984 when we decided to name our first joint COM catalog "PUPCAT." PUPCAT, which includes the holdings of 20 U.P. public libraries, stands for "Public Upper Peninsula Catalog."

While our opportunity to avoid the controversy may derive from our geographic location, perhaps the combined form can suggest a solution for those elsewhere who are embroiled in the controversy?

GARY SILVER, ALA member,
Mid-Peninsula Library Cooperative,
Iron Mountain, Mich.

Assuagin' the Cajuns

I AM WRITING TO COMMENT ON the box titled "Conventioning Cajun-style" (May, p. 395). The term Cajun is not correctly applied when used in conjunction with New Orleans. Cajun refers to the group of French-Canadians that migrated to Louisiana in the 18th century and settled in the bayou country of southwest Louisiana. Their culture and cuisine is different from the French, Spanish, and Black culture of New Orleans.

The misunderstanding in recent years is due in part to the fame of Paul Prudhomme, who has developed his own brand of Cajun cuisine and marketed it in New Orleans and other parts of the U.S. To sample real Cajun culture and food, one must travel to Lafayette and the surrounding area.

SUSAN HAMILTON, ALA member,
Lafayette, La.

Ukrainian librarian released

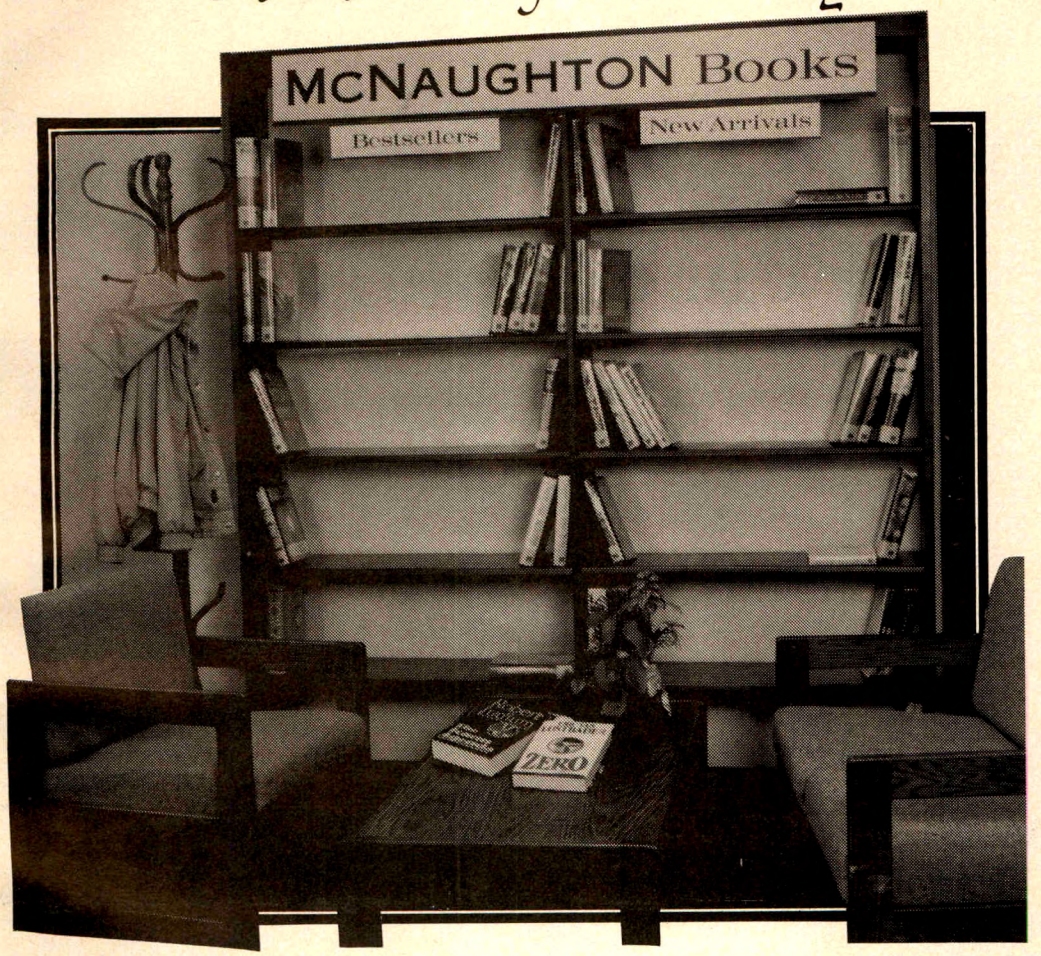
SCHOOL LIBRARIAN HANNA MYKhaylenko, after eight years of forced confinement in Soviet psychiatric hospitals, was released on May 19, just prior to the summit meeting. She had been confined for Ukrainian cultural activities and for human rights work with the Helsinki Monitoring Group in Odessa.

My thanks go to all librarians who wrote to request her release in response to the letter published in this magazine (Jan., p. 21).

STEVE MARQUARDT, ALA member,
Univ. of Wisconsin–Eau Claire library

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Open stacks in a closed society?

Glasnost in Soviet libraries; Part One of Two

Soviet citizens have never seen anything like it—but has this new Russian Revolution reached the nation's libraries?

A librarian/Russian scholar offers *AL* readers his firsthand observations

by Dennis Kimmage

GLASNOST, THE RELAXATION OF CONTROL over information, is crucial to the success of the economic reforms known as perestroika. Glasnost serves to spotlight certain problems and to encourage creative thinking about solutions, with the immediate goal of reducing shortages, waste, and the daily, frustrating inefficiency of Soviet life. Longer-range objectives include restoring motivation and credibility in the existing system, and ending the technological lag which is destroying the economy. This liberalized policy has already had a great spillover effect in the arts and is opening topics long closed to public discussion. Glasnost gives Soviet citizens greater access to other points of view than at any time in recent Soviet memory and is encouraging some people to press for even more extensive changes in the way information is handled and accessed:

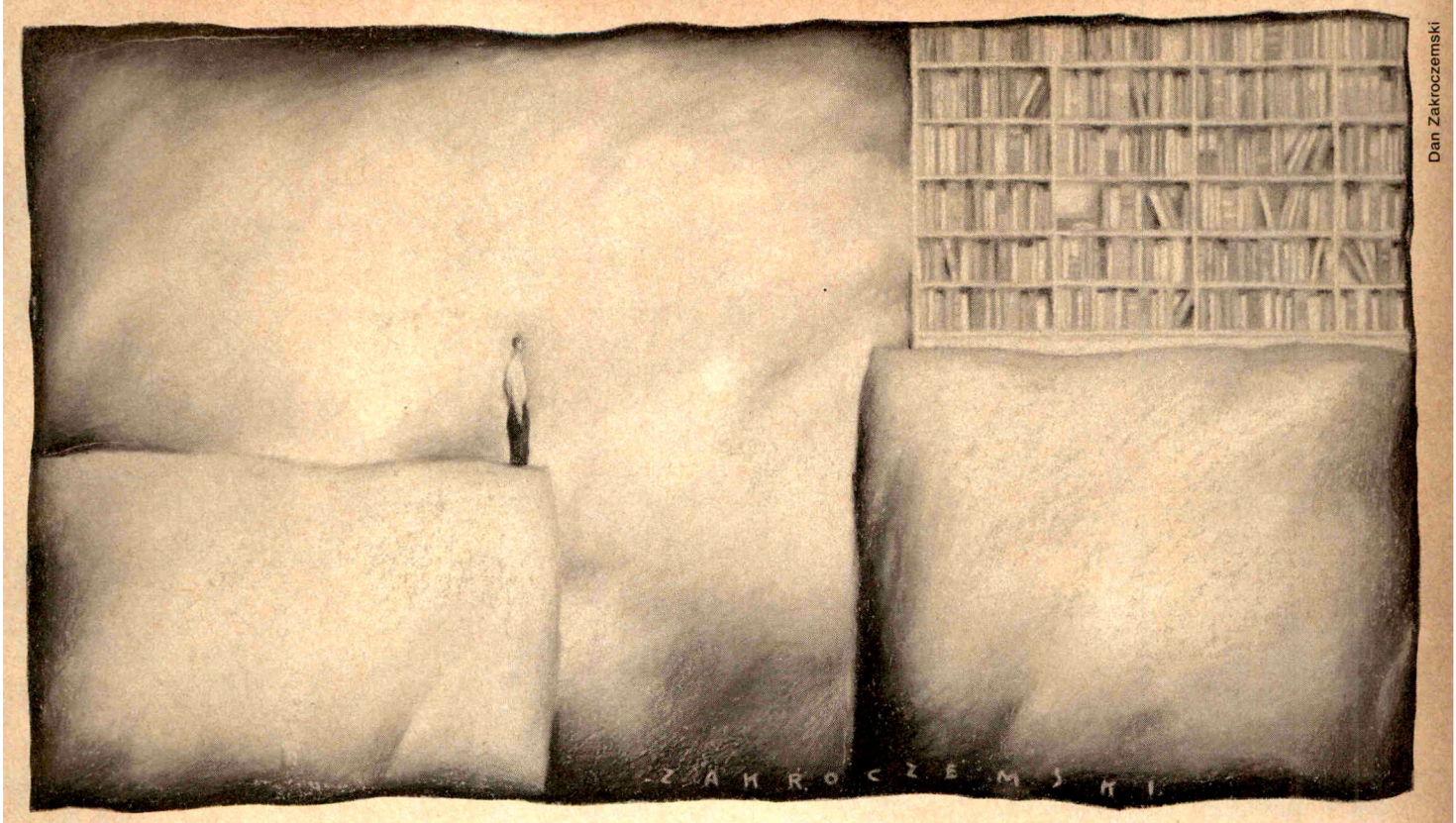
> In *Za Rubezhom,* a weekly compilation of foreign news, one could read articles by American conservatives, including Richard Pipes and Richard Perle, on the evils of communism in the Soviet Union. *Moscovskii Novosti* (Moscow News) printed verbatim a letter by ten Soviet emigres to the effect that the Soviet Union was incapable of reform as long as it remained communist and that perestroika was a delusion designed for Western consumption. Soviet academics in the fields of sociology, government, and economics argue in Moscow dailies and in intellectual journals for greater freedom of research and debate.[1]

At the moment, the extent and pace of glasnost are very much in the hands of the Communist Party. Many people I met in the USSR believe glasnost can and probably will be reversed; past experience shows that the Party will not tolerate a significant erosion of power. If, on the other hand, the relaxation of control does continue, the impact on libraries will be profound. This impact will be compounded if the Soviet Union joins the information revolution as it modernizes and reforms its economy. Information technologies, which place tremendous access power into the hands of individuals, are very much at odds with the way Soviet libraries are organized and function.

Serendipity lost in Lenin library

My introduction to Soviet libraries began with the Lenin State Library. Located in downtown Moscow, one subway stop from the Kremlin, it is the national library of the USSR and boasts the nation's largest collection of materials. According to the handsome English-language brochure I received, the library has over 29 million items—18 million Soviet and 11 million foreign. Renowned for its manuscript and rare book collections, personal archives, and historical and literary treasures, the Lenin boasts 22 reading rooms and over 600 kilometers of bookshelves. The library itself publishes over 300 books a year and contains 240 official and public catalogs. A special office near the entrance handles foreign visitors seeking library privi-

Dennis Kimmage is head of reference at SUNY-Plattsburgh's Feinberg Library. He holds a Ph.D. in Russian literature and taught Russian before becoming a librarian. This article was inspired by his 1987 trip to Russia.



Dan Zakroczemski

leges. The card I received was good for three weeks. To get it I had to present my passport, briefly explain who I was, and describe my research objectives.

The same procedures applied at the Saltykov-Shchedrin Public Library in Leningrad, which was founded in 1795 and contains some 25 million volumes. Both the Lenin and Saltykov-Shchedrin libraries have similar requirements, or restrictions, for Soviet users—an internal passport and proof of a higher degree. The latter may be waived by obtaining a statement from an employer justifying use of the library's collection. The system is elitist, and one feels very fortunate to be admitted to it.

Closed stacks, specialized catalogs

I found the reading rooms of Soviet libraries quiet, clean, comfortable, and usually crowded. Subject reading rooms contained specialized reference sources and their own card catalogs. Librarians and the service staff were generally polite and helpful. A pneumatic tube system connects the various reading rooms with the stack areas in the Lenin and Saltykov-Shchedrin libraries. In the Lenin the wait for paged items can take several hours. In the Saltykov-Shchedrin, however, most items I requested were fairly ordinary journals and books and were delivered in 10 to 15 minutes.

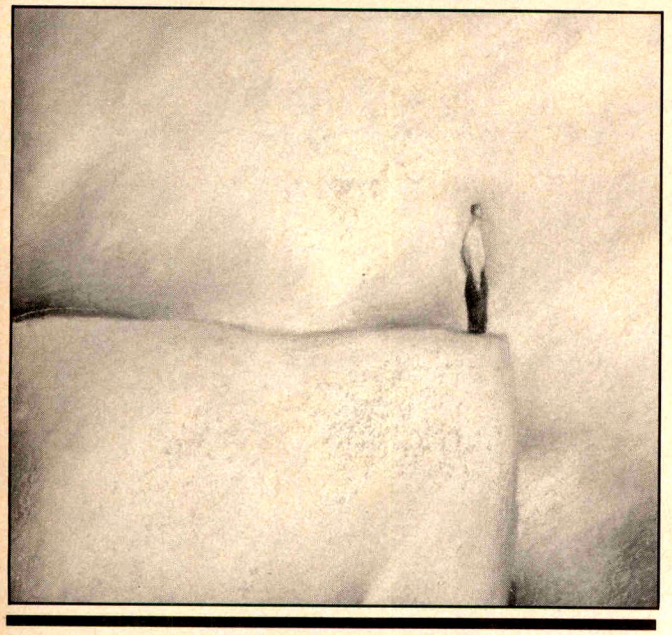
Many public libraries in the Soviet Union converted to the open stack system in the 1960s, but closed stacks appeared to be the rule in the research collections I visited. These restrictions create heavy dependence on specialized card catalogs and bibliographies. Materials must be clearly identified for retrieval. I found restricted stacks particularly ineffective and difficult to accept in certain reference areas of the Lenin library. My tour guide let me examine a closed, foreign-language reference collection, and I was surprised by the number of English language sources, including many familiar and fairly up-to-date encyclopedia sets, handbooks, and other tools. It was a good reference collection, but the sole access to it was through a nearby reference card catalog. I was dismayed by the inconvenience such a system must pose for users. There is no chance to browse in the collection or for serendipity to play a role in the selection of sources (see "Guinness" box).

"This limitation on access to information, within a hierarchy of users, is a basic feature of Soviet research libraries."

The Lenin library has a central reference area with Soviet and selected foreign indexing and abstracting sources on open shelves. But access to the library is difficult to obtain, and Soviet scholars I spoke with complained about restrictions. For example, many psychology students at Moscow State University have no access to *Psychological Abstracts* unless professors use their access to the Lenin to do searches for the students. Only the most advanced students are given access to the Lenin or even to their own collection at the Moscow State University library. This limitation on access to information, within a hierarchy of users, is a basic feature of Soviet research libraries. It stems not just from a lack of available resources and space, but also from a policy of controlling the flow of information and channeling it into trusted hands.

Modern information technology, especially the growth of microcomputer applications, is characterized by a dispersal of control, allowing individuals more power over the search process and the manipulation of databanks. But the power of the

new technologies is at odds with fundamental elements of the Soviet system. Glasnost must be absorbed more fully into the system for the information revolution to succeed.



"I found little evidence that it [glasnost] had penetrated the research libraries I visited."

While glasnost has opened major debate on issues and has used the mass media to offer more viewpoints to the Soviet public, I found little evidence that it had penetrated the research libraries I visited. Display areas, in particular, are still saturated with Lenin's presence and ideologically tendentious literature.

In using Soviet card catalogs and gaining familiarity with classification schemes like the BBK (Library-Bibliographic System), I searched for materials on a number of sensitive political and literary topics. Works reflecting views contrary to the official Soviet version of reality are hard to find. I was aware, for example, that the Lenin library claims to collect Russica from around the world. Popular Western works such as Hedrick Smith's *The Russians* and David Shipler's *Russia: Broken Idols,*

One for the book— a Guinness record for frustration

A RECENT ARTICLE in *Moscow News,* a Soviet weekly in the forefront of the glasnost campaign, recounts a cinematographer's search for the *Guinness Book of World Records* in the Lenin library. The story illustrates both the Kafkaesque aspects of the Soviet library system and an example of glasnost.

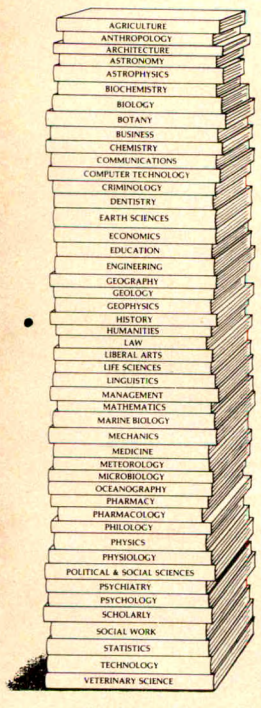
The cinematographer is first directed to the Lenin's Central Reference Bureau, which tells him that *Guinness* is available upon written request through a central office. However, his written request is rejected by that office, since the item is not kept there but in a *spetskhran* or "special" (restricted) collection. He fills out yet another request in the *spetskhran* department only to have it returned with the information that *Guinness* is no longer restricted and has been transferred to the open collection. A simple search in the main foreign-language catalog, he is told, should yield the bibliographic data needed to locate it.

Unfortunately, even with the help of an army of library attendants, the book cannot be found in the Lenin's catalog. A trip back to reference leads to another trip back to the *spetskhran* department. The frustrated cinematographer demands written verification that *Guinness* is no longer restricted and even checks the *Great Soviet Encyclopedia* (to no avail) to assure himself that the book actually exists.

GUINNESS IS FINALLY LOCATED in the foreign-language department, and the author is led through a maze of corridors and passages to receive it. It turns out that, as a result of glasnost, so many titles are being removed from the restricted collection that processing has been unable to provide locational information fast enough.

The transfer of *Guinness* to open access is a victory for glasnost, but bibliographic (and bureaucratic) hurdles between users and restricted materials are not always easy to cross. The author, however, finds a curious reward for his ordeal:

"More than forty hours passed from the beginning of my search for the *Guinness Book of World Records.* More precisely, 41 hours, 32 minutes, and 17 seconds of pure search time. This can be documented. I saved all the records with details thereof. The library aides will also verify this. I hope that the English edition of this issue of *Moscow News* lands in London. I request that this article be considered an official claim for a record amount of time needed to find the *Book of Records* in one of the best libraries of the world. I will now impatiently await the 1988 version of the *Guinness Book of World Records.* I know how to find it. . ." □



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Solemn Dreams, however, cannot be accessed through the Lenin's public catalogs. Neither can a number of important Western works on the history of Russian Orthodoxy.

"Many people I met in the USSR believe glasnost can and will be reversed; experience shows that the Party will not tolerate a significant erosion of power."

These books may, of course, be in the Lenin's collection but reserved for use only by trusted scholars who can prove they need them for research. Ideological censorship has done much damage to Soviet libraries, removing both "bourgeois" and Marxist items to secret collections and closing off many areas of research to Russian and foreign scholars alike.

Rehabilitating history and ideas

"Rehabilitations," such as recently occurred to anti-Stalinist leader Nikolai Bukharin, may lead to the reinstatement of certain works previously withdrawn from public catalogs. But the principle of ideological control that can restrict access remains intact. Not long ago, the Russian satirist Vladimir Voinovich described the type of treatment he was subjected to by Soviet libraries when he fell from grace:

> My published works were expunged from circulation—confiscated in home searches. My short stories and novels were literally torn out of journals. Visit the Soviet libraries, ask for issues of *Novy Mir* in 1961, 1963, 1965, 1967, issues in which I was originally published. You will find the pages that once bore my works no longer there.[2]

The most visible sign of censorship and restricted access in a Soviet library can be found in periodicals collections. At the Lenin library my tour guide pointed out the English-language *Daily World* and *Canadian Tribune*, the American and Canadian Communist Party newspapers, as examples of international news coverage. She had never heard of *The New York Times*.

Western journal holdings in the Lenin and other Soviet libraries I visited were heavily weighted toward the technical sciences, although in recent years more business and management journals have been appearing. Public access to humanities or social science journals that directly challenge the Soviet view is still as impossible as access to forbidden Marxist literature that has been removed from the card catalogs. Another restriction on foreign periodical literature is its segregation from Soviet journals. The Lenin library places Soviet journals on open shelves in its periodicals room; those foreign journals available to the general user are carefully sequestered and available on request only.

Defending the status quo

At the Moscow State University I visited the modern and impressive undergraduate library of the Department of Econom-

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Sally Mason and James Scholtz, editors

$14.50pbk. 240p. 0-8389-0498-X Summer 1988

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ics and Management. There the open periodicals collection includes no Western journals. I was told that students seeking access to Western economics or management journals need faculty approval and initiate a bureaucratic nightmare. Even faculty, depending on rank, need permission from the dean to use certain Western journals.

Such materials, some of which may be politically sensitive, are kept in special rooms designated *spetsfond* or "special" (restricted) resources. At elite libraries like INION (Institute of Scientific Information on the Social Sciences), where library use itself is limited to a special group of researchers, certain Western journals like the *Federal Reserve Bulletin* are on the open shelves with Soviet journals. But access to *Newsweek* or *U.S. News and World Report* is restricted to spetsfond locations and granted only to highly trusted scholars whose fields require them.

While working in the Lenin Library I was able to speak with Madame Olga Diakonova, head of the Department of Foreign Librarianship. We discussed whether glasnost might lead to basic changes in the way Soviet research libraries are organized. Her views were defensive of the status quo and may reflect the attitude of top library administrators. She was more critical of the U.S. decision to curtail exchanges (after Afghanistan) and the negative effect this had on acquisition of Western materials. Although she acknowledged there are dissatisfactions with the Soviet library system, she said they did not indicate a need for "fundamental change or reform." Despite the slow pace of automation, which is seen as a cure-all for current problems, Madame Diakonova stressed that Soviet librarianship "has not been asleep for the last 10 years."

"The most visible sign of censorship and restricted access in a Soviet library can be found in the periodicals collections."

Had I relied solely on Madame Diakonova's point of view, I might have kept my surface impression that glasnost was not much of a factor in the Soviet library environment. But other voices in the Soviet Union, in the library world and the academic establishment, suggest a greater division of opinion over the effectiveness and future direction of information services than initially meets the eye. Two members of the U.S. library science commission, which visited Moscow July 25–August 4, 1987, to work on bilateral agreements with the USSR Ministry of Culture and Library Council, offered the same observation. □

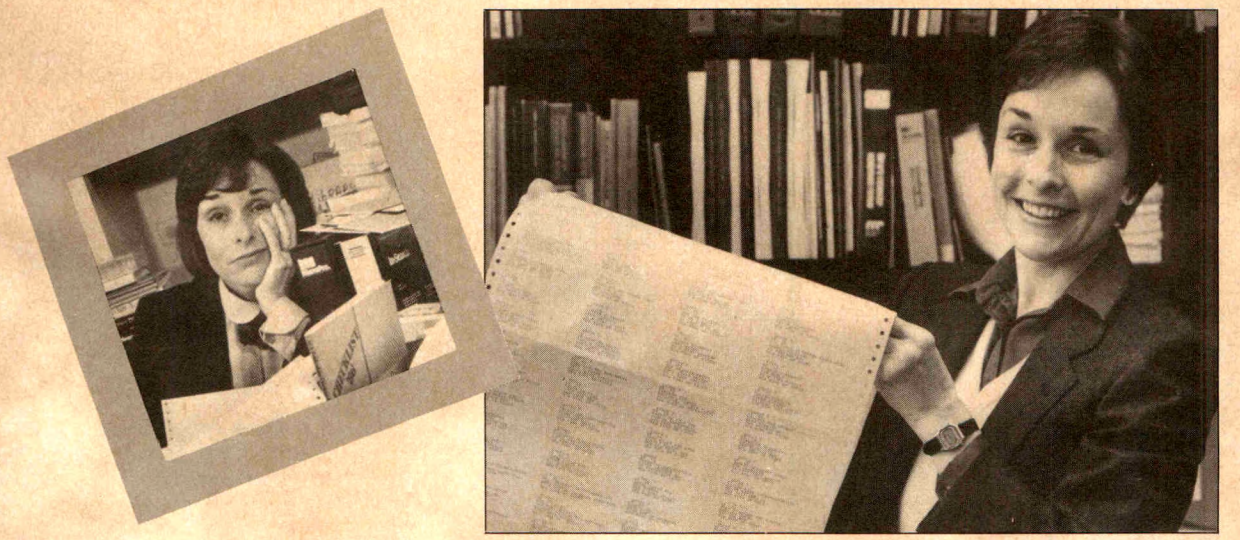
Part Two of "Glasnost in Soviet Libraries," as well as Dennis Kimmage's coverage of the upcoming US-USSR Seminar on Access to Library Resources will appear in the September issue of American Libraries.

Notes

1. Hahn, Jeffrey, W. "Gorbachev's Uncertain Reformation," *Commonweal,* 23 October 1987: p. 586.

2. Voinovich, Vladimir. "Where Glasnost Has Its Limits," *The New York Times Magazine,* 19 July 1987: p. 31.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

September

2-5: Miniature Book Society Grand Conclave, Mengler Hotel, San Antonio, Tex. Info.: V. Poska, Ch., 234 Windcrest Dr., 78239.

6-9: *Basic Management Skills Inst.*, St. Louis, Mo. Spons., Assn. of Research Libs./Office of Management Studies. Fee, $375. Info.: S. Jurow, Program Officer for Training, OMS, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

7-9: *Optical Info. Systems* conf., Sheraton Hotel, Washington, D.C. Spons., Meckler Corp. Info.: M. Reed, Conf. Manager, Meckler Corp., 11 Ferry Lane W., Westport, CT 06880 (800-635-5537; in Conn. only 203-226-6967).

8-11: *Int'l. Symposium on New Techniques & Appls. in Libs.*, Xi'an Jiaotong U., Xi'an, Shaanxi, Peoples Republic of China. Co-spons., Xi'an Jiaotong U.; Ohio U. Programs to be conducted in English. Info.: K. Mulliner, Admin. Office, Ohio U. Libs., Athens, OH 45701-2978 (614-593-2707).

10: *Children's Literature* conf., Mundelein Col., Chicago, Ill. Spons., Children's Reading Round Table of Chicago. Info.: E. Schweri, Conf. Coord., 5735 N. Washtenaw, 60659.

12-13: *Literacy* conf., Marriott Hotel, Richmond, Va. Spons., Va. State Lib. & Archives/Pub. Lib. Development Div. No fee. Info.: Va. State Lib. & Archives, Richmond 23219 (804-786-8929).

13: *Team Building* wkshp., Hyatt Regency, Long Beach, Calif. Also on Sept. 15 at the Hotel El Rancho, Davis, Calif. Spons., Calif. State Lib. For pub. lib. staff in middle-management positions. Fee, $30. Info.: G. Bennetsen, Metro. Coop. Lib. System, 2235 N. Lake Ave., Suite 106, Altadena 91001 (818-798-1146) or G. McGovern (916-322-0369).

15-16: *Going It Alone: Managing the One-Person Lib.* prog., Chicago, Ill. Spons., Special LA. Fee, $200 SLA mem.; $240 nonmem. Info.: K. Warye, Prof. Development Section, SLA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700).

15-17: *Lib. Binding* inst., Atlanta, Ga. Spons., ALA/Resources & Technical Services Div. (RTSD). Info.: K. Muller, RTSD, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x312).

16: *School Students in Pub. & Acad. Libs.* wkshp., Columbia, S.C. Spons., S.C. LA/Pub. Services Section. Info.: S. Seaman, Pub. Services, Col. of Charleston Lib., Charleston 29424 (803-792-5530).

17: *Automated Systems* prog., Wisconsin Rapids, Wis. Spons., Wis. Valley Lib. Service. .5 CEUs available. Info.: L. Orcutt, Wis. Valley Lib. Service, 400 First St., Wausau 54401 (715-847-5554).

19-22: Assn. of Research Libs. mtg., York Univ., York, U.K. In conj. w/Standing Conf. on Nat'l. & Univ. Libs. (British equiv. of ARL). Theme, "Collections: Their Development, Management, Preservation, & Sharing." Info.: N. Daval, ARL, 1527 New Hampshire Ave. N.W., Washington, DC 20036 (202-232-2466).

22-24: North Dakota LA annual conf., Hospitality Inn, Dickinson. Theme, "Kaleidoscope: Our Ever Changing Libs." Info.: B. Gard, NDLA Pres., c/o Public Services Div., Chester Fritz Lib., U. N.D., Grand Forks 58202 (701-777-2617).

23: *New Technology & Its Impact on You* prog., Atlanta, Ga. Also on Oct. 14 in New York, N.Y. Spons., Special LA. Fee, $100 SLA mem.; $125 nonmem. Info.: see Sept. 15–16.

27–Oct. 2: *Liber '88: Int'l. Book Fair*, Trade Fair Grounds, Barcelona, Spain. Info.: E. De L'Epine, Dir., Liber, c/o Paseo de la Castellana 82, Madrid 28046, Spain (411-57-13; Telex: 48457).

October

3-6: *U.S.–Japan Binat'l. Conf. on Libs. & Info. Science in Higher Ed.*, Wingspread, Racine, Wis. Spons., ALA/Int'l. Relations Cmte. Theme, "U.S. & Japan: Strengthening the Partnership in the Global Info. Flow." Info.: ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780).

5-10: *Frankfurt Book Fair*, Frankfurt (Federal Republic of Germany) Fair Grounds. Info.: P. Weidhaas, Frankfurt Book Fair, c/o Reineckstrasse 3, D-6000 Frankfurt am Main 1, Federal Republic of Germany (069-2102-217; Telex: 416265 BUCHM-D).

12-14: *Grant Writing Wkshp. for Humanities Programming for Adults: A Coop. Approach for Humanists & Acad. & Pub. Lns.*, Chicago, Ill. Spons., Nat'l. Endowment for the Humanities; ALA/Assn. of Col. & Research Libs./Pub. LA. *Enrollment by appl. only. Appl. deadline: Sept. 1.* Info.: see Oct. 3–6.

17-20: EUSIDIC (European Assn. of Info. Services) annual conf., Penta Hotel, Heidelberg, Federal Republic of Germany. Fee, £175 EUSIDIC mem.; £205 nonmem. *Enrollment limited to 150.* Info.: B. Sarjeant or H. Collier, EUSIDIC, First Floor Offices, 9/9A High St., Calne, Wiltshire, U.K. (44-0-249-81-45-84).

25-31: *Belgrade Int'l. Book Fair*, Belgrade (Yugoslavia) Fairgrounds. Info.: V. Vujovic, Exec. Manager, Assn. of Yugoslav Publishers & Booksellers, 1100 Kneza Milosa 25, Belgrade, Yugoslavia (011-642-248).

COMING UP

IFLA General Conference
Sydney, Australia
Aug. 30–Sept. 3, 1988

LITA National Conference
Boston, MA — Oct. 2–6, 1988

ALA Midwinter Meeting
Washington, DC — Jan. 7–12, 1989

ACRL National Conference
Cincinnati, OH — April 5–8, 1989
Phoenix, AZ — April 1–4, 1992

National Library Week
April 9–15, 1989

ALA Annual Conference
Dallas, TX — June 24–29, 1989

AASL National Conference
Salt Lake City, UT — Oct. 19–22, 1989

PLA National Conference
San Diego, CA — March 20–23, 1991

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LATE JOB NOTICES CONTINUED ON PAGE 578.

P 4427

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LN. I, Petersburg, Va. Salary $20,491-$26,153. Qual.: Any combination of ed. & exp. equiv. to graduation from college w/the completion of an accred. master's program in lib. science from an ALA-accred. lib. school or its equiv. Duties: Performs routine prof. work in a pub. lib. system. Special reqs.: Eligible for certification as a prof. ln. by the Commonwealth of Va. Submit resume & cover letter to: City of Petersburg, Personnel Dept., Rm. 302, City Hall Annex, 103 W. Tabb St., Petersburg, VA 23803.

COUNTY LN., St. Croix County Lib., Hudson, Wis. Must have MS in lib. science. Salary to $22,250 d.o.q. Apply by Aug. 15 to: Personnel Office, County Courthouse, 911 4th St., Hudson, WI 54016; 715-386-4686. AA, EOE.

ASST. DIR./ADULT SERVICES LN. The Bedford Pub. Lib., a reg'l. lib. near the scenic Blue Ridge Parkway, seeks a dynamic asst. dir. Resp. incl.: ref., circ., acqs., PR, some supervisory & administrative duties, etc. Reqs.: ALA-accred. MLS; prefer pub. lib. exp. & facility w/automated systems. Hiring salary range: $19,499-$20,434 plus benefits. Send letter of appl. & resume by Sept. 6 to: Dir., Bedford Pub. Lib., 321 N. Bridge St., Bedford, VA 24523.

LN. V (OUTREACH SERVICES COORD.). $32,489–$43,860/yr. Reqs. master's degree in lib. sci. from college or univ. accred. by ALA & 6 yrs.' exp. in supvsy. capacity in a medium to large lib. system which must have incl. 3 yrs.' exp. in provision of outreach services to targeted clientele incl. multiethnic grps. & the economically disadvantaged & 2 yrs.' exp. in admin. aspects of the work; or, any equiv. combination of training & exp. Official appls. must be rec'd. by Broward Co. Persnl. Div. by 5 pm, Sept. 16. Official appls. & add'l. info. may be obtained from: Broward Co. Persnl. Div., 115 S. Andrews Ave., Ft. Lauderdale FL 33301; 305-357-6444. Equal-employment-oppty., M/F/H.

BRANCH LN. MLS/Ind. Ln. III Cert. required. Supervisory, programming, & publicity exp. preferred. Must have good communication, organizational, & people skills. Salary range $17,000–$23,000. Position open Sept. 15. Send resume & 3 ref. to: Cathy Salyers, Jasper County Pub. Lib., 301 N. Van Rensselaer, Rensselaer, IN 47978.

REF. LN. (LN. I). The Anderson Co. Lib. is seeking appls. to fill a vacancy as soon as possible. Resp.: provide general ref. duties, interlib. loan, online ref. services (Dialog, OCLC, & LION), ref. collection development, & supervision of pages in the adult services area of the main lib. Qual.: MLS from an ALA-accred. school, good org'l. & communication skills, & strong service orientation. Candidates w/backgrounds that incl. online searching are preferred. Some nights & weekends. Salary: $20,000 plus normal benefits. Closing date Aug. 20. Send cover letter & resume w/3 ref. to: Carl Stone, Director, Anderson Co. Lib., POB 4047, Anderson, SC 29622-4047. The Anderson Co. Lib. is an equal-employment-opportunity employer.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: **All line/display classifieds received by the 5th** (or, when *AL's* offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

***GRAPEVINE* weekly online job alert:** All job ads received at *AL* by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

Electronic Mail: Via ALANET: write c/o AL.LEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: *ALA organizational membership required for discounts on job recruitment advertising.*

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. **(NOTE: *AL* does not supply job lists or forward jobs to clearinghouses.)**

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or **Requests for Proposals** (Please state department and format desired):

Line-by-line: $6/line; 25% off for ALA organizational members ($4.50/line).

Display: Boxes, larger type, prominent format. $60/column inch; 25% off for ALA organizational members.

Late Job Notices: $12/line (no display ads accepted); 17% off for ALA organizational members (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) $6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: *AL* will provide blind box numbers on advertiser's request for $10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries.* Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All *AL* classified ads accepted by phone incur a surcharge ($5 total for line ads and $10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to *AL* within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of *AL's* LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in *AL's* LEADS classifieds, a cross reference to the corresponding LEADS ad is given. $25/listing; $10/listing if same job opening advertised in *AL's* LEADS classifieds. No ALA membership discounts applicable.

JOBLINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: *AL* ***does not*** supply job lists or forward jobs to clearinghouses. For complete Joblines, see Feb. *AL,* p. 116.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.,** 602-278-1327, see also Mountain Plains; **ACRL,** 312-944-6795; **Br. Columbia,** 604-430-6411; **Calif.,** 916-443-1222 or 818-797-4602; **CMLEA,** 415-697-8832; **(Calif.) San Andreas-S.F. Bay/SLA,** 408-378-8854, 415-391-7441, or via Dialmail and Ontyme electronic mail services; **S. Calif./SLA,** 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs./** Ottawa Chap., 613-237-3688; **Colo.,** 303-866-6741, see also Mountain Plains; **Conn.,** 203-645-8090; **(D.C.) Metro. Wash.,** 202-223-2272; **Del.,** 302-736-4748 x69 (in Del. only, 800-282-8696); **Drexel Univ.,** 215-895-1672; **Fla.,** 904-488-5232; **Ill.,** 312-828-0930; **Institutional Libs.,** S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Ia.,** C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.,** see Mountain Plains; **Md.,** 301-685-5760; **Mich.,** 517-694-7440; **Midwest,** 317-926-8770; **Mo.,** 314-442-6590; **Mont.,** see Mountain Plains; **Mountain Plains,** 605-677-5757; **Nebr.,** 402-471-2045, see also Mountain Plains; **New Eng.,** 617-738-3148; **Nev.,** see Mountain Plains; **N.J.,** 609-695-2121; **N.Y.,** 212-227-8483; **N.Y. Chap./SLA,** 212-214-4226; **N.C.,** 919-733-6410; **N.D.,** see Mountain Plains; **Okla.,** 405-521-4202; **Ore.,** 503-585-2232; **PNLA,** 206-543-2890; **Pa.,** 717-234-

JOBLINES continued on next page.

4646; **PLA,** 312-664-5627; **R.I.,** C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston 02881; **Rural Libs.,** M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.,** Univ. of, 803-777-8443; **S.D.,** see Mountain Plains; **SLA,** 202-234-3632; **Tex.,** 512-463-5470; **Utah,** see Mountain Plains; **Vet. Admin. Lib. Network,** 202-233-2820; **Va.,** 703-370-7267; **W. Va.,** call Pa. Coop. Job Hotline; **Wyo.,** see Mountain Plains.

PROFESSIONAL EXCHANGE

AUSTRALIAN JOB EXCHANGE. The librarian at one of the leading private schools in Melbourne is interested in hearing from librarians located in the northeast U.S. who would be willing to swap jobs for a year. The school is situated within walking distance of the city center and is adjacent to the botanical gardens and the main Theater/Arts Centre of Melbourne. The library is housed in a new modern complex and has a staff of 6. Exchange of accommodation and a motor vehicle could also be negotiated. Contact: **Yvonne Rulikowski, 326 Albert Rd., South Melbourne 3205, Australia.**

POSITIONS WANTED

CATALOGER WITH 8+ YRS.' EXPERIENCE in a variety of settings seeks responsible position in academic/research library technical services department. Upstate N.Y./Pa. location desired. AACR2, MARC, LC, Dewey, OCLC. German, Latin, Greek. Strong commitment to cataloging. Reply to: Gary Sandler, 49 Larkspur Ct., Bedminster, NJ 07921; 201-234-0503.

ALA-MLS WITH 3 YRS.' EXPERIENCE IN AN EASTERN EUROPEAN scientific information center and the NYPL. Diverse academic background: PhD candidate in History (of Science), Master's of Theology, Master's of Humanities (History), BS (Electronics Engineering), BA (History). A versatile polyglot (fluent in all Slavic languages and German), freelance translator, technical writer, illustrator, and cartographer, is seeking a position as an academic, humanities, map, scientific, or engineering librarian. Reply to: Box B-982-W, c/o LEADS editor, *American Libraries.*

LIBRARIAN: ALA-MLS 1985. ONE YR.'S EXPERIENCE IN CATALOGING with UTLAS, one yr.'s experience in database management. Familiar with AACR2, DDC, LC, and LCSH. Computer knowledgeable in Dialog, BRS, WilsonLine, and OCLC. Background in Psychology. Immigrant Visa. Stephen B. Tipler, 157 Glenholme Ave., Toronto, Ont. M6E 3C5, Canada.

POSITIONS OPEN

ACADEMIC LIBRARY

Africana bibliographer, Michigan State University Libraries. (Position approval is pending.) Under direction of head of Africana Library, provides collection development, bibliographic instruction, and specialized reference services for African studies with primary responsibility for Francophone and Lusophone Africa. Participates in all aspects of work of Africana Library including collection management and bibliographic control of area files. Depending upon qualifications, assignment may include collection development and public service responsibilities for areas outside African studies. Required qualifications include master's degree from an accredited program in library science, educational background or experience with research materials in discipline related to Francophone Africa, and fluency in written and spoken French. At least 3 yrs.' experience in academic or research library, demonstrated ability to communicate effectively, and ability to work with faculty, students, and staff are also required. Additional advanced degree in discipline related to African studies, additional foreign language expertise, and collection development or teaching experience are desired. Salary minimum of $25,000, depending upon qualifications. Serving one of the nation's largest and most comprehensive programs in African studies, Africana Library is among the 5 largest Africana collections in the United States. **Applications received by Aug. 31 will receive priority consideration.** Submit letter of application, resume, and names and addresses of 3 current references to: Eugene Wiemers, Jr., Head, Social Sciences & Humanities Library, **Main Library, Michigan State University, East Lansing, MI 48824-1048.** Mention position #PRO-191. MSU is an affirmative-action, equal-opportunity institution.

Assistant acquisition librarian. Under general direction of head acquisition librarian, coordinates and supervises daily operations of the acquisition department which consists of 2 professional librarians (head and assistant) and 6 support staff. The department is responsible for monographic acquisitions and the expenditure of an annual budget of $500,000+. *AMONG DUTIES:* Maintains steady flow of orders, supervises sorting and routing of materials upon receipt, coordinates out-of-print acquisitions, evaluates and processes gifts, trains staff. Cooperates with teaching faculty and library departments in the collection development and acquisitions processes. *REQUIRED:* ALA-accredited MLS, familiarity with OCLC and bibliographic tools. *PREFERRED:* Knowledge of library acquisitions, familiarity with automated systems and microcomputer applications. Salary up to $20,800 depending on background and experience. Faculty-status, tenure-track position; 12-mo. appointment; liberal benefits. UNCG is a PhD-granting institution with enrollment of over 10,000. Jackson Library is implementing the OCLC LS/2000 system and plans to automate serials and acquisitions. Position available immediately. **Deadline for receipt of material: Oct. 1.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Barbara Cassell, Chair, Acquisition Search Committee, **Jackson Library, University of North Carolina at Greensboro, Greensboro, NC 27412-5201.** UNCG is an affirmative-action, equal-opportunity employer. Minority applications actively encouraged.

Assistant circulation librarian, Sterling Memorial Library, Yale University Library. Minimum rank: Librarian I. *RESPONSIBILITIES:* Shares the management of the 8 units of the circulation department. Supervises staff. Fully participates in conversion of circulation system. Promotes effective service to users. *QUALIFICATIONS:* MLS from an ALA-accredited library school. Logical and systematic approach to work with careful attention to detail. Demonstrated ability to write clearly and logically. Organizational ability. Experience in an academic library, supervisory experience, and experience with automated systems preferred. Salary and rank dependent on qualifications and experience; $25,000 minimum. Benefits include 22 days' vacation; 17 holiday, recess, and personal days; retirement plan; health care and some relocation assistance. **Application deadline Aug. 31.** Please send letter of application, resume, and names of 3 references to: Maureen Sullivan, Head, Library Personnel Services, **Yale University Library, POB 1603A Yale Station, New Haven, CT 06520.** An EEO, AA employer.

Assistant director for instruction and research services, Auraria Library. The Auraria Library is seeking an innovative and dynamic assistant director for the instruction and research services division. This position provides leadership for a division consisting of: reference, bibliographic instruction, government documents, interlibrary loan, computer-assisted research, collection development, archives and special collections, and the Architecture and Planning Branch Library. The division is staffed by 14 library faculty and 17 support staff. *RESPONSIBILITIES INCLUDE:* participating in the management and supervision of library faculty with the deputy assistant director for collections, the coordinator of reference/computer-assisted research, and the coordinator of bibliographic instruction; coordinating and evaluating division faculty in the areas of service and scholarly activity. The assistant director also participates in the overall administration of the library in conjunction with the other assistant directors, associate director, and director. The assistant director takes a leadership role in representing the library on campus, regionally, and nationally. This faculty position reports to the director. University of Colorado at Denver faculty-status responsibilities include professional service and scholarly activities. The Auraria Library is a progressive academic library serving over 30,000 students and faculty at the Auraria Higher Education Center. Administered by the University of Colorado at Denver, the Auraria Library also serves Metropolitan State College and the Community College of Denver. In addition, it is the only academic library in the metropoli-

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 16 state library associations for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	$20,500
Indiana	varies*
Iowa	$18,000
Kansas	$17,500*
Louisiana	$20,000
Maine	varies*
Massachusetts	$20,000
New Hampshire	$17,500
New Jersey	$20,350
New York	varies*
North Carolina	$19,836
Ohio	$20,024
Pennsylvania	$18,000
Rhode Island	$20,000
Vermont	$18,500
West Virginia	$20,000

*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

tan area which is open to the general public and the business community. The library participates in the Colorado Alliance of Research Libraries. *QUALIFICATIONS:* An ALA-accredited master's degree in library science and progressively responsible administrative experience in an academic library; demonstrated skills in budgeting, planning, and supervision; excellent communication, interpersonal, and creative problem-solving skills; a record of scholarly contributions and working knowledge of library computer applications. Salary range is $32,000–$40,000 for a 12-mo. contract. University of Colorado faculty status, tuition benefits, 22 vacation days, and TIAA/CREF. **For first consideration, application material must be received by Sept. 1.** Applicants should send a letter of application, vita, and the names and telephone numbers of 3 references to: Betsy Porter, **Auraria Library, Lawrence at 11th, Denver, CO 80204.** The University of Colorado at Denver is an EEO, AA employer.

Assistant director, library (automated systems). Serves as assistant director of the CSU/Pomona campus library. Provides the director with technical and administrative support in automated systems. Works closely with the director and the library department heads on local needs assessment, planning, development, and implementation of micro-, mini-, and mainframe-based systems in support of library functions and programs. Carries out assignments in accordance with established priorities as determined by the director and the library administrative team. Participates in overall library planning, budget preparation, and the formulation of library policies. Recommends new programs and procedures as appropriate. Has administrative responsibility for the overall operations of the library services and facilities in the absence of the director and assumes other duties as assigned by the library director. Salary: commensurate with qualifications and experience, minimum $44,600. *REQUIRED:* 1) ALA-accredited degree or MS in computer/information science from an ALA-accredited library program; 2) 3 yrs.' post-MLS experience in library automation (or an equivalent combination of education and experience from which comparable knowledge and abilities can be acquired). **A completed application form must be postmarked by Oct. 28.** Request detailed job description, position announcement, and application form by sending a letter of inquiry and complete resume to: Search Committee, **California State Polytechnic University, Pomona, CA 91768.** EEO, AA, Title IX, Section 504 employer. Employment at Cal Poly/Pomona is subject to federal laws that require you to present to the university documents which verify your identity and your legal rights to work in the United States.

Assistant director, Moody Memorial Library, Baylor University. *RESPONSIBILITIES INCLUDE:* managing and coordinating public services in reference, circ., music lib., and gov't. documents; participates in overall lib. planning, policy formation, and administration; organizes, coordinates, and administers public services personnel activities relating to support staff positions; shares with director supervision and maint. of physical plant and future expansions. *QUALIFICATIONS INCLUDE:* ALA-accred. MLS; min. of 3 yrs.' recent prof. exp. in acad. lib., some administrative; practical knowledge of microcomputers and statistics. Salary: $21,600 min.; 12-mo. contract; acad. status & rank; tenure track. Excellent benefit package. **Review of candidates will begin Sept. 15.** Send letter of appl., resume, and names of 3 ref. to: Sue M. Hughes, Chair of Search Committee, **Baylor University, Moody Memorial Lib., Box 307, Waco, TX 76706.** Baylor University is an AA, EEO employer.

Assistant director of educational support services. Montgomery College, a comprehensive community college with campuses in Takoma Park, Rockville, and Germantown, Md., is seeking candidates for the position of assistant director of educational support services for the Takoma Park campus. This position reports directly to the college director of educational support services and is responsible for the administration of all aspects of the campus's educational support services unit, including library and educational media resources and services and other related areas. *RESPONSIBILITIES ALSO INCLUDE:* planning, managing, and evaluating the resources, services, programs, facilities, budget, and personnel of the campus unit. A master's degree in library science or educational media is required. At least 3 yrs.' progressively responsible managerial experience in a library/learning resources environment is also required. Community college/higher education library and/or learning resources administrative experience desirable. Strong management and communication skills are essential. Knowledge of the application and use of automated library services, alternative learning strategies, and educational technology support systems is desired. The starting salary range for this position is $40,165–$50,211. Benefits are excellent. **Resumes must be received in the Personnel Office no later than Sept. 22.** Send resume with above position title noted to: **Montgomery College, Personnel Office, College Administration Center, 900 Hungerford Dr., Rockville, MD 20850.** An EO, AA, Title IX employer. Women and minority candidates are encouraged to apply.

Assistant engineering librarian. Responsibilities include managing collections in selected engineering disciplines based on the candidate's background and providing reference service in all areas of engineering. Evening/weekend hours may be required. MLS or equivalent, academic preparation or demonstrated equivalent experience in engineering or one of the physical sciences, knowledge of collection development principles and practices, experience with automated data and reference services, and effective human relations and communication skills required. Assistant Librarian ($27,000–$37,200) or Associate Librarian ($29,700–$41,400) rank depending upon qualifications. **Applications received by Sept. 1 will be assured consideration.** Send complete cover letter, resume, and names and addresses of 3 professional references to: Irene Yeh, Assistant Library Personnel Officer, **Stanford University Libraries, Stanford, CA 94305-6004.** Please cite #324-AL on all correspondence. EOE, AA.

Assistant head, acquisitions department. Assists in managing department; supervises staff, advises on bibliographic and collection development aspects of serials acquisitions; may be responsible for collection development in specific areas. *QUALIFICATIONS:* Master's of library science from accredited school; knowledge of foreign language required, French or Italian preferred; minimum 2 yrs.' relevant library experience; good organizational and communication skills; experience with OCLC and NOTIS desired. Salary: Minimum $21,000. Starting date Oct. 1 preferred. **For ensured consideration, send resume by Sept. 1** to: Peggy Weissert, Library Personnel Officer, **Theodore M. Hesburgh Library, University of Notre Dame, Notre Dame, IN 46556.**

Assistant head, cataloging department. Works with the department head in evaluating departmental routines, workflow, priorities, and standards, and in planning and implementing policies and procedures. The position will assist the department head in the implementation of NOTIS cataloging procedures, authorities control, and record maintenance. The position serves as head of the department in that person's absence. Performs original cataloging. *QUALIFICATIONS:* ALA-accredited MLS. At least 3 yrs.' post-MLS original cataloging experience with AACR2, LCSH, LC classification, and automated bibliographic systems. Demonstrated supervisory, leadership, and communication abilities. Skill in analyzing and solving complex problems. Minimum salary is $29,000. Tenure-track position with faculty status. Excellent fringe benefits, including various medical/hospital plans, a dental plan, and disability benefits. State retirement benefits, TIAA optional. **Applications must be postmarked by Aug. 31.** Send application letter, resume, and names, addresses, and phone numbers of at least 3 professional references to: Elizabeth Ann Lange, Assistant Director for Technical Services, **Thomas Cooper Library, University of South Carolina, Columbia, SC 29208.** An equal-opportunity, affirmative-action employer.

Associate university librarian for technical and administrative services, Illinois State University, Milner Library. Overall administrative responsibilities for technical services including acquisitions, cataloging, circulation, and microcomputer access. Provides leadership in the planning, coordinating, organizing, staffing, and evaluating of technical services activities. Other systemwide administrative responsibilities include budget and fiscal management, grant writing, and personnel. Reports to the university librarian and is responsible for 4 service units staffed by 11 library faculty and over 50 support staff. *UNIVERSITY AND LIBRARY:* Illinois State University is a multipurpose university with more than 20,000 students, located in the medium-sized urban area of Normal/Bloomington. Academic programs and courses are offered in 33 academic departments organized into 5 colleges with master's-degree programs in most fields and doctoral-degree programs in art, biological sciences, curriculum and instruction, economics, education, English, history, and mathematics. Milner Library is the central library facility serving the

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Humanities Bibliographer
Archibald Stevens Alexander Library

Under direction of the director, College Avenue Campus Libraries, will be responsible for: developing humanities collections (history, philosophy, religion, classics, and medieval studies); selecting current and retrospective monographs and serials; acquiring, evaluating gift collections; overseeing budget. Successful candidate must be able to cultivate strong working relationships with academic departments and with potential donors. Ability to provide support for public service activities essential.

QUALIFICATIONS: MA in library science from an accredited library school; an advanced degree in the humanities, history preferred; competency in Western European languages. Knowledge of scholarly publishing and antiquarian book trade. Minimum 3 yrs.' experience in an academic position with expertise in collection development.

SALARY: Negotiable, dependent upon experience and qualifications; minimum $29,974 for a 12-mo. Librarian III appointment; excellent benefits.

Submit resume and 3 sources for current references no later than Oct. 15 to: **Sandra Troy (APP #137), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.**

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entire university community with a staff of 110 including 34 professionals, over 1 million volumes, and a materials budget of $1.3 million. The library is a member of the Center for Research Libraries and the Library Computer System (LCS), a resource-sharing network of 27 academic institutions in the state of Illinois. *QUALIFICATIONS:* Accredited MLS degree with 2nd advanced degree or certificate of advanced study in library science or another subject discipline. *REQUIRED:* Minimum of 7 yrs.' professional experience in academic libraries, primarily in technical services including at least 5 yrs.' successful administrative experience in a technical services area; proven ability to lead effectively in a collegial setting. Publication and professional activity appropriate for the rank of Associate Professor. Thorough knowledge of computer applications in technical services. *SALARY AND RANK:* $35,000 minimum, administrative/professional position with faculty rank (Associate Professor) and eligibility for tenure. Benefits include State Retirement Program, health insurance, and other fringe benefits. Position available: Sept. 1. ***APPLICATIONS:*** **To assure consideration, send application, resume, and the names of 3 references before Aug. 19** (applications will be accepted, however, until the position is filled) to: Chair, Search Committee, **Milner Library, Room 311B, Illinois State University, Normal, IL 61761.**

Automated systems librarian. Responsible for the overall planning and implementation of the library's online integrated system, which will be installed during the coming year; supervise all aspects of the daily operations of the system; promote and train university community to use system; perform manual and computerized bibliographic searches and work assigned hours at desk as part of the public service reference team. *QUALIFICATIONS:* ALA-accredited MLS degree; experience with automated systems in libraries (including bibliographic maintenance, acquisitions, serials control, online catalogs, and circulation); knowledge of current library and general hardware and software; knowledge of MARC formats, OCLC, and bibliographic techniques; good oral and written communication skills; knowledge of programming principles; ability to work well independently; and organizational flexibility. Salary: $20,000, faculty status, excellent benefits. **Send resume and 3 references by Aug. 31** to: Myra Macon, Director, **Delta State University, Cleveland, MS 38733.** EOE, M/F.

Bibliographic services coordinator. Coordinates collection development goals and priorities with curriculum development at a 4-yr., liberal arts, Catholic coeducational college. Selects materials in all formats; responsible for administration of $116,000 materials budget. Minimum qualifications: ALA-MLS; technical services experience in an academic library with at least one yr.'s professional collection development experience; strong communication and supervisory skills. Desirable: skill in directing bibliographic instruction programs; database searching; automation experience. Minimum salary: $20,000; open immediately. Reply ASAP to: Patricia Aughinbaugh, Director, **Pius XII Memorial Library, St. Francis College, Loretto, PA 15940.** EOE.

Business/general reference librarian (Senior Assistant Librarian) with a collection management assignment. Tenure-track position. $33,192–$43,896 for 12 mos.; 10-mo. option available with proportionate salary reduction. Required: ALA-accredited MLS degree, 3 yrs.' experience as a business reference librarian in an academic, public, or special library; a combination of: 1) baccalaureate major or minor in business management; 2) demonstrated success with database searching; 3) collection management experience as a business bibliographer; 4) demonstrated ability in bibliographic instruction. Demonstrated ability to work effectively, independently, and cooperatively with others. Demonstrated oral and written communication skills. Preferred: MBA degree from an accredited institution and recent experience in a comparable position. **A completed application form must be postmarked by Sept. 30.** Request position announcement/description and application form by sending a letter of inquiry and complete resume to: Laura Smith, Chair, Search Committee, c/o Library Secretary, **California State Polytechnic University, 3801 W. Temple Ave., Pomona, CA 91768.** EEO, AA, Title IX, Section 504 employer. Employment at Cal Poly/Pomona is subject to federal laws that require you to present to the university documents which verify your identity and your legal right to work in the United States.

Social Sciences Catalog Librarian
Bibliographic Control Dept. Technical and Automated Services

Under direction of head, bibliographic control dept., will be responsible for: cataloging of social sciences materials; performing technical assistance and training; coordinating section activities within department and systemwide.

QUALIFICATIONS: MA in library science from an accredited library school; 3 yrs.' cataloging experience; knowledge of MARC formats, AACR2, LC classification system/LCSH; cataloging government documents; ability to work with broad range of subjects and languages; supervisory experience preferred.

SALARY: Negotiable, dependent upon experience and qualifications; minimum $29,974 for a Librarian III appointment; excellent benefits.

Submit resume and 3 sources for current references no later than Oct. 15 to: **Sandra Troy (APP #138), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.**

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RUTGERS

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Catalog librarian, Gelman Library, George Washington University. Appointment salary minimum (negotiable, based on qualifications and experience): $22,000. *RESPONSIBILITIES:* Serves as the resource person on cataloging problems and issues; performs original and difficult copy cataloging of general library materials including nonprint materials; develops policies and procedures in consultation with the department head; trains new catalogers. In addition, the incumbent, like all librarians in the Gelman Library, will serve as subject specialist on selected academic disciplines depending on background and experience. The Gelman Library catalogs approximately 25,000 titles annually, and is an OCLC enhanced library. The cataloging and systems department consists of 6 librarians and 10 support staff. The incumbent will be a member of the original cataloging unit and report to the department head. *QUALIFICATIONS REQUIRED:* ALA-MLS; knowledge of AACR2, LCSH, LC classification, and MARC formats; minimum 2 yrs.' professional cataloging experience; familiarity with LC cataloging practices and rule interpretations; good oral and written communication skills. *QUALIFICATIONS DESIRABLE:* Previous supervisory experience; reading knowledge of at least one foreign language (German and Russian preferred); experience with OCLC; and experience in cataloging serials and nonprint materials. **Closing date is Sept. 6 for this appointment.** For full consideration, please send current resume and names and addresses of 3 references to: Andrea W. Stewart, Executive Associate, **Gelman Library, George Washington University, 2130 H St. N.W., Washington, DC 20052.** GWU is an equal-opportunity, affirmative-action employer.

Catalog librarian. Performs original and adaptive cataloging according to AACR2, OCLC, and LC standards; creates and maintains records in card and online files; participates in formulating cataloging policies and procedures; assists with training personnel; develops and recommends authority control procedures and resolves authority problems. *QUALIFICATIONS:* MLS from an ALA-accredited library school; academic library cataloging experience with AACR2 and LC classification desirable; knowledge of OCLC and other automated systems desirable; knowledge of online authority control systems desirable; working knowledge of a Western foreign language, preferably German. Minimum salary $19,728. **Send letter of application, resume, and 3 letters of reference by Sept. 20** to: **Personnel Office, Box 1184, One Brookings Dr., Washington University, St. Louis, MO 63130.** Employment eligibility verification required upon hire. Washington University is an equal-opportunity, affirmative-action employer.

Catalog librarian. Responsible for cataloging periodicals and other serial publications in the NOTIS system; maintaining periodicals records; supervision of serials assistant. *MINIMUM QUALIFICATIONS:* ALA-accredited MLS; experience in original cataloging using AACR2, LC class., LCSH, and OCLC; excellent communications skills, organizational ability. *PREFERRED QUALIFICATIONS:* Experience with NOTIS or other integrated library system, knowledge of one Western European language. Librarians have faculty status (nontenure-track), with attendant privileges and responsibilities. Appointment at rank of Instructor or Assistant Professor. Salary: mid-$20s, depending upon qualifications and rank. **Apply by Aug. 31.** Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Chair, Search Committee, **Bailey/Howe Library, University of Vermont, Burlington, VT 05405.** An equal-opportunity, affirmative-action employer.

Cataloger. Primary responsibility for cataloging and classification of library materials on OCLC for this specialized science library. Will be responsible for implementation of an automated catalog. Secondary responsibilities include reference assistance and some public service. *REQUIREMENTS:* ALA-accredited MLS, knowledge of OCLC, AACR2, and LC classification. Prefer experience with OCLC and knowledge of computer applications. Appointment at level of Senior Assistant Librarian, $25,000 minimum. **Send letter of application, current resume, and names of 3 references by Sept. 1** to: Margaret Lewis, **SUNY, College of Optometry, 100 E. 24th St., New York, NY 10010.** Affirmative-action, equal-opportunity employer.

Cataloger. *RESPONSIBILITIES:* Catalog and classify new library collection materials in all formats using LC classification and practices, OCLC, and online automated systems; catalog and/or classify special collections (curriculum center materials); perform catalog authority work using the online files or creating original records; and create holdings records in conjunction with serials union listing. *QUALIFICATIONS:* Master's degree in library science from an ALA-accredited library school; preference will be given to candidates with experience in an academic setting, experience with automated systems, OCLC, AACR2, and a demonstrated interest in cataloging. Salary: $16,087–$18,000; 12-mo.

position, faculty status, and excellent benefits. **To apply, send letter of application, resume, and 3 letters of recommendation by Sept. 1** to: Myra Macon, Director, **W. B. Roberts Library, Delta State University, Cleveland, MS 38733.** EOE, M/F.

Cataloging: head, monographs postcatalog unit, bibliographic records services department, University of Virginia. Manages, organizes, and coordinates work of the unit of 8 faculty and 7 support staff responsible for original and complex cataloging of monographic publications and card catalog maintenance functions. Hires, trains, evaluates staff, establishes and monitors workflow, maintains consistency and uniform application of policies, and develops operational procedures. Acts as liaison with 3 other departmental units. Works with department head and other unit heads to establish priorities, allocate personnel and resources, and make long-range plans. Assists in the preparation for the transition to an online catalog. Reports to the director of bibliographic records services. *REQUIRED QUALIFICATIONS:* ALA-accredited MLS; experience in monographic cataloging, preferably in a research library, including knowledge of the *Anglo-American Cataloguing Rules,* 2nd ed., and earlier cataloging rules, LC classification and subject headings, MARC formats, and an automated cataloging system such as OCLC; skills in organizational leadership or supervision, communication, and human relations; ability to work harmoniously with many levels of staff in a rapidly changing environment. *PREFERRED QUALIFICATIONS:* Ability to write procedures and create appropriate documentation; working knowledge of one or more Western European languages; familiarity with national trends in bibliographic control and library computer applications; demonstrated commitment to professional growth. Salary: $25,000 or higher, depending upon qualifications. General faculty status, 22 days' vacation, generous sick leave, Blue Cross–Blue Shield, state and TIAA/CREF retirement plans, research leave. **Applications received before Sept. 6 will be given first consideration.** Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Gail Oltmanns, Personnel Director, **Alderman Library, University of Virginia, Charlottesville, VA 22903-2498.** An equal-opportunity, affirmative-action employer.

Chief of acquisitions. The Stanford University Libraries seek an experienced, energetic, and flexible manager, comfortable with and effective in a dynamic technical services environment, to head its acquisitions department. As the libraries move to implement an integrated online processing system, the chief of acquisitions will play a key role in shaping and coordinating the process of transition. We invite applications from individuals who can demonstrate: significant knowledge of and experience with acquisitions; superior administrative and planning skills; effective interpersonal skills, including the ability to manage change in a complex environment; solid communications skills and evidence of creative and imaginative contributions to overall library management. The chief of acquisitions directs a staff of 24.5 FTE (including 2 librarians) responsible for order and receipts functions for monographs as well as for maintaining domestic and British approval plans and gifts and exchange. Librarian ($34,000–$50,000) or Senior Librarian ($40,000–$58,000) rank depending upon qualifications. **Send letter of application, resume, and names of 3 professional references by Aug. 15** to: Irene Yeh, Assistant Library Personnel Officer, **Stanford University Libraries, Stanford, CA 94305-6004.** Cite #325-AL on all correspondence. EEO, AAE.

Circulation librarian/Assistant Professor. Manages the circulation, reserve, stacks maintenance, and copy service functions of the library. Supervises and trains civil service and student employees in the department; manages automated and manual recordkeeping systems; develops and executes library and university policy related to the circulation department. Other appropriate duties as assigned. *REQUIREMENTS:* MLS from an ALA-accredited program with circulation management experience preferred; consideration given to those with equivalent master's degree and management experience in a public service setting. Contract terms: Fiscal-year, tenure-eligible contract. Salary range: Minimum salary $28,800. **Closing date for applications: Aug. 15** or until position is filled. Submit letter of application, resume, 3 references, and transcripts to: Gary N. Denue, Director, **Lovejoy Library, Southern Illinois University at Edwardsville, Box 1063, Edwardsville, IL 62026-1063.** SIUE is an affirmative-action, equal-opportunity employer.

Library
San Francisco State University
Assistant Director
Information, Research, and Collection Management

San Francisco State University is a multicultural, multiethnic, coeducational, urban university of more than 1,600 faculty and 26,000 students engaged in over 100 baccalaureate and 83 master's degree programs.

RESPONSIBILITIES: A dynamic leader and academic manager is sought to head a new library division of information, research, and collection management. The ALD/IRC will be responsible for identifying academic and research needs; planning, budgeting, and allocating resources to meet these needs; and organizing, directing, and evaluating programs and services. The ALD/IRC will assume an active role in implementing a new OPAC and related services, to be publicly available in spring 1989. Present services include: information and reference, collection development, user education, database searching, government publications, special collections/archives. Under proposed reorganization, acquisitions, bibliographic control, and production will join the division by January 1989. Collections budget is $1.5 million. The IRC staff will number 23 librarians with faculty status and 30 support staff.

QUALIFICATIONS required: MLS from ALA-accredited program and minimum 5 yrs.' increasingly responsible bibliographic and public services positions in academic or research library. Successful candidate will demonstrate effective managerial, interpersonal, communications skills; strong service philosophy; sound grasp of library automation and its possibilities for support of teaching and research. Must be able to work collegially and productively with librarians with full faculty status as well as with students and staff of all backgrounds. Will demonstrate knowledge of issues facing academic libraries and higher education and be willing to serve as a fully active member of library's administrative team.

Desired: 2nd advanced degree; experience in both technical and public services; and experience in implementing an OPAC system.

RANK AND SALARY: Administrator III, 12-mo. *APPOINTMENT DATE:* January 1989 or earlier. *HIRING RANGE:* $45,000–$62,500; appointment salary dependent upon qualifications and experience.

APPLICATION: **Applications received before Aug. 31 will receive priority consideration.** Nominations and applications with names, addresses, and phone numbers of at least 3 references to:

Eloise McQuown
Assistant Director, Administrative Services
J. Paul Leonard Library
San Francisco State University
1630 Holloway Ave.
San Francisco, CA 94132

An equal-opportunity, affirmative-action employer

Director. The University of Dubuque, University of Dubuque Theological Seminary (Presbyterian), and Wartburg Theological Seminary (Lutheran) comprise the Schools of Theology in Dubuque (STD) and are accepting applications for the position of director of STD-UD Library. Candidates should hold the MLS degree from an ALA-accredited institution, have demonstrated ability to manage and direct a staff, and the willingness to serve faculty and students. A background in theology or experience in a theological library is desirable but not required. Salary and rank are negotiable ($25,000–$30,000). Inquiries should be sent to: Ralph F. Smith, **Wartburg Theological Seminary, 333 Wartburg Pl., Dubuque, IA 52001.**

General reference/government publications librarian. 12-mo., tenure-track faculty position. Salary range $25,140–$27,900 depending on qualifications. Reference duties include reference desk assignment, bibliographic instruction, and database searching. Government publications duties include administration of federal and state documents collections, reference and legal reference service, and bibliographic instruction. Minimum requirement: ALA-accredited MLS. Preferred qualifications: 2nd advanced degree and relevant experience. 2nd advanced degree required for tenure. Library faculty are covered by a collective bargaining agreement. Evaluations for retention, promotion, and tenure are based upon performance in areas of primary duties, research, and service. **Letter of application, resume, transcripts, and list of references should be postmarked by Oct. 1.** Address correspondence to: Cynthia Johnson, Administrative Clerk, **University Library, Western Illinois University, Macomb, IL 61455.** WIU is an equal-opportunity, affirmative-action employer. Women, minorities, and handicapped individuals are encouraged to apply.

Government documents/reference librarian, Michel Orradre Library, Santa Clara University. Responsible for management of selective federal and California documents depository with holdings of over 275,000 documents. Documents section, with staff of one FTE library assistant and student assistants, includes both processing operations and information/reference services. The government documents/reference librarian is

Associate Director of Libraries for Information Access and Systems

RESPONSIBILITIES: Under the general direction of the director of libraries, responsible for the day-to-day activities associated with providing library services and information to the university community. Participates in the overall management, policy formulation, and planning for the libraries. Provides leadership in implementing and evaluating services in a collegial, dynamic environment. Recruits, supervises, and evaluates heads of major service units. Develops budget requests and interprets library policies to the academic community. Responsible for all library functional areas with the exception of special collections, development, and administrative services. Serves as liaison coordinator.

REQUIREMENTS: ALA-accredited master's of library science. 2nd master's or higher degree required. Minimum of 5 yrs.' experience in an academic library. Record of increasing administrative responsibility. Proven record of successful management and motivation of personnel. Experience in both public and processing areas of academic libraries. A record of professional involvement on the state and national level. Commitment to the use of technology in the provision of information and library services. Excellent oral and written communication skills.

SALARY AND BENEFITS: Minimum $40,000 for a 12-mo. appointment. Excellent benefits package; 88% of employee portion of Social Security paid for first $16,500 of salary; choice of retirement programs, including TIAA/CREF; no state or local income tax.

GENERAL INFORMATION: Texas Tech, one of 5 comprehensive state universities in Texas, has an enrollment of 24,000. It is located in Lubbock, a cultural and commercial center for the area with a metropolitan population of 225,000. The library has 1.1 million volumes and a materials budget of $1.7 million. Planning for an online catalog is underway.

APPLICATION: Applications will be accepted until the position is filled. Position available September 1988. Send letter of application, resume, a one-page statement of leadership philosophy, and names of 3 references to: **E. Dale Cluff, Director of Libraries, Texas Tech University, Lubbock, TX 79409.** Direct inquiries about the position to Gisela Webb, Assistant Director of Libraries for Administrative Services, at **806-742-2258.**

Texas Tech is an affirmative-action, equal-opportunity employer.

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responsible for: Planning and policymaking for documents section; staff supervision; reference assistance; online searching; bibliographic instruction; and collection development. *REQUIRED:* MLS or equivalent degree from ALA-accredited program and at least 2–3 yrs.' government documents experience at professional level; prior experience in reference; strong interpersonal and communication skills. Preferred: Prior experience with online searching and bibliographic instruction. Desirable: supervisory experience; experience with automated systems; knowledge of at least one modern foreign language. Santa Clara is a Jesuit university located 46 miles south of San Francisco in the heart of California's Santa Clara Valley. Initial appointment at Senior Assistant or Associate Librarian rank, depending upon qualifications. Salary range approximately $25,000–$40,000. **Apply by Sept. 15** to: Elizabeth M. Salzer, University Librarian, **Michel Orradre Library, Santa Clara University, Santa Clara, CA 95053.** Santa Clara is an AA, EO employer.

Government documents reference librarian, University of Oklahoma. *DUTIES:* Under the general direction of the head of the reference department, this position is responsible for the management of the government publications collections including federal, state, and international documents. This position supervises 2 full-time clerical staff and student assistants, and is responsible for the planning, implementation, and review of services, procedures, and programs. The incumbent provides reference and bibliographic service in the areas of government publications; provides general reference service at the library's main reference desk; participates in collection development activities for the government documents collections; performs online bibliographic searches; and provides library instruction in the use of government publications. *QUALIFICATIONS REQUIRED:* MLS from ALA-accredited library school; knowledge of database searching and library instruction concepts and methods. Evidence of research and publication. Desirable: Academic background in political science, history, or related field; preprofessional or professional experience in a library government documents department and/or library reference department. Effective communication skills. Some supervisory experience. **Deadline date for applications: Aug. 15.** Available: Oct. 1. Salary: $28,000 minimum. Benefits: TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. Employment: Librarians have faculty status, privileges, responsibilities, rank of Assistant Professor or above, and are eligible for tenure. Application: Send letter of application with resume and the names of 3 references, including current supervisor, to: Donald C. Hudson, Manager, Administrative Services, **University Libraries, University of Oklahoma, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Head, acquisitions department, University of Northern Iowa. The University of Northern Iowa seeks a knowledgeable, energetic, and creative individual to provide leadership to the library's acquisitions department. The department head is responsible for the management of all monographic and serial ordering, receiving, and binding activities and works closely with other department heads in coordinating activities. The department includes 2 other professional librarians and 9 support staff. The materials budget for 1988–89 will be approximately $790,000. *QUALIFICATIONS:* ALA-accredited MLS required; 2nd master's degree preferred. A minimum of 4 yrs.' post-MLS experience in an academic library required. Relevant experience should include work in an acquisitions department, supervision of staff, and project management. Thorough knowledge of acquisitions practices and procedures, including current developments in the field, and in-depth knowledge of the book trade required. Experience with an automated acquisitions system preferred. Well-developed organizational, analytical, supervisory, leadership, and communication skills preferred. The University of Northern Iowa is one of 3 state-supported universities governed by the Board of Regents. UNI is a comprehensive university composed of 6 colleges enrolling over 11,000 students in broad curriculums at undergraduate and graduate levels. The university is located in Cedar Falls/Waterloo, a metropolitan area of approximately 100,000 population. Rank and salary are dependent upon qualifications and experience, with $32,000 minimum. The university provides an excellent fringe benefits package, including TIAA/CREF and Blue Cross–Blue Shield. **Applications must be received by Sept. 15.** Interested candidates should send a letter of application, resume, and list of 3 references (including addresses and telephone numbers) to: Tom Kessler, Chair of the Acquisitions Department Head Search Committee, **Donald O. Rod Library, University of Northern Iowa, Cedar Falls, IA 50613.** AA, EOE. Women, minorities, and members of other protected classes are encouraged to apply.

Head, catalog department, University of Rochester Library. *DUTIES AND RESPONSIBILITIES:* Manager of the centralized monograph cataloging and retrospective conversion services. Oversees development of department policies and procedures on bibliographic control, defines goals and plans for the department, manages department workflow, coordinates department work with other technical services units, communicates with library staff concerning the work of the department, participates in implementation of the library's Geac integrated library system. Reports to the assistant director of libraries for technical services. Supervises the work of 4 librarians and 12 library assistants. *QUALIFICATIONS required:* ALA-accredited MLS. Demonstrated leadership, management, and human relations skills. 5 yrs.' progressively responsible experience in a technical services unit of a large library. Extensive knowledge of AACR2, LC classification, LCSH, and MARC formats. Experience with OCLC or other bibliographic utility. Ability to communicate clearly both orally and in writing. Demonstrated commitment to a user-service orientation for technical services. Preferred: Experience with an online public-access catalog. Record of achievement in national professional associations. Salary: $30,000 minimum. **Send letter of application, resume, and names, addresses, and telephone numbers of 3 references by Aug. 31** to: Cynthia Beckwith, Personnel Manager, **University of Rochester, Rush Rhees Library 236, Rochester, NY 14627.** Equal-opportunity employer (M/F).

Head, cataloging department. The University of Northern Iowa seeks a knowledgeable, energetic, and creative individual to provide leadership to the library's cataloging department. The department head is responsible for the management of all cataloging activities, including developing policies and procedures, maintaining quality control, solving complex cataloging problems, and coordinating activities with heads of other departments. The department consists of 2 professional librarians and 6 support staff. The department head will have an active role in the implementation of the online catalog. *QUALIFICATIONS:* ALA-accredited master's degree in library science required; 2nd master's degree preferred and required for tenure. A minimum of 4 yrs.' cataloging experience and extensive knowledge of AACR, MARC formats, LC classification, and LCSH required. Experience with a bibliographic utility (OCLC) and an automated local library system preferred. Organizational, supervisory, leadership, and well-developed written/oral communication skills highly desirable. The University of Northern Iowa is one of 3 state-supported universities governed by the Board of Regents. UNI is a comprehensive university composed of 6 colleges enrolling over 11,000 students in broad curriculums at undergraduate and graduate levels. The university is located in Cedar Falls/Waterloo, a metropolitan area of approximately 100,000 population. Rank and salary are dependent upon qualifications and experience, with $32,000 minimum. The university provides an excellent fringe benefits package, including TIAA/CREF and Blue Cross–Blue Shield. **Applications must be received by Aug. 21.** Interested candidates should send a letter of application, resume, and list of 3 references (including addresses and telephone numbers) to: Chair of the Cataloging Department Head Search Committee, **Donald O. Rod Library, University of Northern Iowa, Cedar Falls, IA 50613.** AA, EOE. Women, minorities, and members of other protected classes are encouraged to apply.

Head, Documents Library, Michigan State University Libraries. (Position approval is pending.) Reporting to head of social sciences and humanities reference, selects and processes collections; develops reference, bibliographic instruction, and database services for federal, international, Canadian, and Michigan documents; and supervises documents staff. Works with library staff to enhance accessibility of documents, and with university community to promote use. Participates in full range of activities in Documents Library, and coordinates activities and programs with social sciences and humanities reference and other library units. *REQUIRED QUALIFICATIONS INCLUDE:* A master's degree from an accredited program in library science and at least 3 yrs.' successful professional experience in an academic or research library, including documents and supervisory experience. Demonstrated ability to communicate and work effectively with students, faculty, staff, and the public are required. Appointment will be made at Librarian II or Librarian III level, depending upon qualifications; appointment as Librarian III requires a minimum of 5 yrs.' professional experience. Other desirable qualifications include an additional advanced degree, knowledge of one or more major European languages, database experience, teaching experience, or other administrative experience. Minimum salary $25,000, depending on qualifications. Documents Library is a selective federal depository library; a depository for United Nations, European Community, OECD, Canadian, and Michigan documents; and includes collections from dozens of international agencies. Documents holds over 600,000 print volumes, 800,000 microform pieces, and 10,000 current serials, with a staff of 2.5 FTE librarians, 3.5 FTE support staff, and 5 FTE student workers. Documents Library shares common service point with social sciences and humanities reference. **Applications received by Aug. 31 will receive priority consideration.** Submit a letter of application, a resume, and the names and addresses of 3 current references to: Eugene Wiemers, Jr., Head, Social Sciences and Humanities Library, **Main Library, Michigan State University Libraries, East Lansing, MI 48824-1048.** Mention position #PRO-190. MSU is an affirmative-action, equal-opportunity institution.

Head, Government Publications Library, Humanities/Social Sciences Libraries, University of Minnesota. The Government Publications Library is one of 10 specialized units within the reference and information services division of the Humanities/Social Sciences Libraries. It is a regional depository for United States federal government documents and it also houses publications from the state of Minnesota, the United Nations, intergovernmental organizations, and Canada and certain other foreign countries. *RESPONSIBILITIES:* 1) Administer and participate in all activities of the Government Publications Library, including reference services, collection development, and materials processing. Oversee 5.75 full-time staff, currently consisting of one professional librarian, 3 Library Assistant IIIs, one secretary, and .75 senior office assistant. 2) Serve as regional depository librarian. Implement all current requirements of the U.S. superintendent of documents. 3) Participate in planning and policymaking both for the unit and for the reference and information services division. Serve as a member of the assembly of division unit heads, which reports to the head, reference and information services division. *REQUIRED QUALIFICATIONS:* Applicants must have a master's degree in library science; minimum of 3 yrs.' professional library experience, including work with government documents; demonstrated supervisory and administrative skills; and good oral and written communications skills. *Preferred qualifications:* Supervisory experience in a large research library; knowledge of trends and issues in government publications; and an additional advanced degree in an academic discipline. Appointment will be made at either the Assistant or Associate Librarian rank. Minimum salary will be $27,000. **Applications must be postmarked no later than Aug. 19.** Send letter of application, resume, and names and addresses of 3 references to: Barbara Doyle, Personnel Officer, **University of Minnesota/Twin Cities, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455.** Please cite job listing #UL 175 on application. The University of Minnesota is an equal-opportunity educator and employer, and specifically invites and encourages applications from women and minorities. *NOTE:* The Immigration Reform and Control Act of 1986 requires all new employees to submit verification of identity and authorization to work in the United States at time of hire.

Grand Valley State University

Library Director

The library director is the chief administrative officer of the library and is responsible for establishing and maintaining a range and quality of services that will support and promote the academic programs of the university and encourage optimal library use.

The library has a collection of 390,000 volumes, 2,000 current periodical subscriptions, and a staff of 22 plus student employees. It offers a wide range of services and is currently completing plans to install an integrated online library information system.

QUALIFICATIONS: A master's degree in library science from an ALA-accredited school is required; an additional master's or a doctoral degree is preferred. Progressively responsible administrative experience in an academic library. Evidence of leadership ability and interpersonal and communication skills. Experience with library automation preferred.

Salary is negotiable based upon experience and ability. Salary range is $41,900–$68,400.

Grand Valley State University was established in 1960 and offers both undergraduate and graduate programs. Current student enrollment 8,800. The 897-acre, 21-building campus is located 12 miles west of Grand Rapids and 12 miles east of Lake Michigan. The university recently opened the L. V. Eberhard Center, a 9-story, $29 million facility in downtown Grand Rapids near the Gerald R. Ford Museum.

It is expected that the person selected will be available Jan. 1, 1989. Review of applications will continue until the position is filled. *APPLICATIONS AND NOMINATIONS,* including letter of application, resume, and the names and addresses of 3 references, should be sent to:

M. Nancy Terry
Chair, Search Committee
112 Zumberge Library
Grand Valley State University
Allendale, MI 49401

Affirmative-action, equal-opportunity employer
Applications from qualified minority and women candidates are encouraged.

Head, information services department, Syracuse University Library (search extended). Plans, develops, manages, and evaluates the services, facilities, and resources of the information services department (ISD), including reference and information desk, instructional services, online search services, government documents, and maps. Supervises 15 librarians and 11 support staff. Reports to the associate university librarian for public services. Provides, through ISD staff, an array of user services to the faculty, students, and staff of Syracuse University, and to the larger scholarly community. *REQUIRES* a graduate degree from an ALA-accredited library school and at least 4 yrs.' experience in an academic or research library, preferably in public services. Experience in supervision of full-time staff. Demonstrated planning, management, and interpersonal skills. Excellent written and oral communication skills. Preference will be given to candidates with an additional subject degree in the social sciences and experience in collection development. Salary: $32,000 minimum, depending upon experience and qualifications. **Applications received by Sept. 15 will be given first consideration.** Send letter of application, resume, and names of 3 references to: Search Committee for Head, Information Services Department, **Syracuse University Library, Office of Human Resources, Syracuse, NY 13244.** Syracuse University is an equal-opportunity, affirmative-action employer. The university is particularly interested in applications or nominations of women and minorities.

Head of access services, University of Minnesota/Twin Cities Institute of Technology Libraries. Reporting to the director of the Institute of Technology Libraries, the access services head provides leadership and initiative in planning, strengthening, and implementing programs and policies to enhance access services in a dynamic, increasingly automated environment. Develops access service standards and monitors response to service needs. Communicates access service programs to patrons. Promotes positive image of library within the scientific and technical community of the University of Minnesota. Serves as a member of Departmental Management Council and university library committees as appropriate. Participates in planning and implementation of automated circulation system (NOTIS). Plans and manages space and facilities for services, staff, and collections. Assumes administrative responsibility for the organization's staffing, budgeting, and operation of the access services units: circulation/stack maintenance, reserve, photoduplication services/document delivery, and building and collections security. *QUALIFICATIONS:* 1) MLS or equivalent; 2) minimum 3 yrs.' relevant public service experience, preferably in an academic research library; 3) strong commitment to responsible and innovative service and ability to provide leadership while working cooperatively in a demanding and rapidly changing environment; 4) understanding of computer applications to access services desirable; 5) strong communication, organizational, analytical, and planning skills. *LIBRARY PROFILE:* The Institute of Technology Libraries are comprised of the Science and Engineering Library, the Mathematics Library, and the Architecture Library. Access

Acquisitions/Cataloging Librarian for the Southwest Collection

RESPONSIBILITIES: Primarily responsible for acquisition and cataloging of print material. Assists in establishing policies and programs within a projected automation program of the Southwest Collection, an extensive research library of Western Americana. Provides reference service, prepares bibliographies, and participates in public outreach programs. Trains and supervises student assistants and clerical staff. Reports to the director of the Southwest Collection.

REQUIREMENTS: ALA-accredited master's of library science. 2nd master's or training in history, humanities, or related social sciences preferred. 2 yrs.' experience in cataloging, preferably in an academic or research setting. Working knowledge of OCLC.

SALARY AND BENEFITS: Salary $19,000–$21,000 for a 12-mo. appointment. Excellent benefits package; 88% of employee portion of Social Security paid for first $16,500 of salary; choice of retirement programs including TIAA/CREF; 13 state holidays; no state or local income tax.

GENERAL INFORMATION: The Southwest Collection functions as university archives, regional archival repository, and historical research center at Texas Tech University. The university is one of 5 comprehensive state universities in Texas and has an enrollment of 23,000. It is located in Lubbock, a cultural and commercial center for the area with a metropolitan population of 225,000.

APPLICATION: Applications will be accepted until the position is filled. Position available immediately. Send letter of application, resume, and names of 3 references to: **Gisela Webb, Assistant Director of Libraries, Texas Tech University, Lubbock, TX 79409; 806-742-2258.**

Texas Tech is an affirmative-action, equal-opportunity employer.

services is a major division within the Science and Engineering Library. It also provides services for the departments of Education, Psychology, and general library users. Taken together it maintains a collection of approximately 700,000 volumes, and services 250,000 circulation transactions annually. The access services unit consists of 10 FTE staff and approximately 40–45 student assistants. An online circulation system is anticipated to be operational in fall 1989. This is a 12-mo., academic/professional position with probationary appointment at Assistant Librarian rank with a minimum salary of $25,000. **Application deadline is Sept. 16** with an anticipated Jan. 1, 1989, starting date. Submit letter of application, resume, and names and addresses of 3 references to: Barbara Doyle, Personnel Officer, **University of Minnesota/Twin Cities Campus, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455.** Please cite UL #173 on application. The University of Minnesota is an equal-opportunity educator and employer, and specifically invites and encourages applications from women and minorities. *NOTE:* The Immigration Reform and Control Act of 1986 requires all new employees to submit verification of identity and authorization to work in the United States at time of hire.

Head of Curriculum Library/media center, Xavier University. *RESPONSIBLE FOR* the management of an educational resources center containing print and nonprint resources, including microcomputer software. Provides leadership in the continuing development of the Curriculum Library/media center; works closely with main library staff and education department in developing collections and services to support education department programs. Participates in library instruction and reference desk services. Supervises media specialist and student assistants. The Curriculum Library is a laboratory of materials and equipment used primarily by students and faculty in the education department. Curriculum Library materials are ordered and cataloged through the main library. Xavier serves 6,500 students with graduate and undergraduate programs. *THE REQUIREMENTS:* MLS or MEd; ALA-MLS preferred. Certification and media center or teaching experience. Supervisory experience, excellent oral and written communication skills, and proven ability to interact well in an academic environment. Demonstrated knowledge of the role of an educational resources center in a university. 2–5 yrs.' relevant experience; curriculum library experience preferred. Salary $23,000–$25,000. **Applications accepted through August.** Apply with names and telephone numbers of 3 references to: Paula Warnken, Director, **Xavier University Library, 3800 Victory Parkway, Cincinnati, OH 45207.** An equal-opportunity, affirmative-action employer.

Head of public services, Olin Library, Rollins College. Rollins College, a liberal arts college in Winter Park, Fla., aggressively seeking to improve diversity in its faculty, staff, and student body, invites applications for the head of public services position in its new $5 million, state-of-the-art library. Responsible for managing and participating in public services functions including: staffing, operations, publications, and services. Public service operations include: reference desk, interlibrary loan, bibliographic instruction, reference collections, circulation, database searches, documents, etc. Supervises 3 professionals and 7 support staff. Minimum 3 yrs.' experience supervising professional librarians; evidence of excellent administrative, communication, planning, and interpersonal skills; and experience with current automated information retrieval systems and services. Salary $30,000 minimum for 12 mos., based on qualifications. Library-faculty, tenure-track position. Excellent benefits. Position available Sept. 1. Send application letter and 3 current letters of reference to: Head of Public Services Search Committee, c/o George C. Grant, Director of Libraries, **Campus Box 2744, Olin Library, Rollins College, Winter Park, FL 32789.**

Head of technical services, Health Sciences Library. Search reopened. The Columbia University Health Sciences Library is developing new services and computer-based systems as components of Columbia's integrated academic information management system (IAIMS). We are seeking a librarian to participate in development and implementation activities. Reporting to the assistant health sciences librarian for access and technical services, this section head administers the operation of all HSL technical services, including acquisitions, serials control, cataloging, binding and materials processing, and contributing to design and construction of new databases for IAIMS project. The incumbent is responsible for initiating, directing, and coordinating a wide range of activities, including: workflow evaluation and change to optimize current and future automation; coordination of activities with other HSL sections, with the supervision of 13 FTE staff, including 2 other librarians. Participates in planning the university library's computer system and in overall HSL planning and administration. All technical services functions are automated. In addition to an accredited MLS, requirements are: minimum of 3 yrs.' relevant experience in a large academic library or equivalent; strong interpersonal and communication skills; sound grasp of automation and of technical services principles and techniques and standards; planning and organization skills; demonstrated ability to coordinate workflow and to train and manage staff; experience with networks, automated bibliographic data systems, and online operations. Salary ranges: Librarian II, $30,500–$41,175; Librarian III, $33,500–$48,575. Excellent benefits include assistance with university housing and tuition exemption for self and family. Applications will be accepted until the position is filled. **Applications received by Aug. 31 will receive priority.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

Head, records maintenance, University of Georgia Libraries. (Salary minimum: $19,500.) Recent graduates may have the opportunity to participate in an intensive professional development program. *DUTIES:* The records maintenance section of the cataloging department is comprised of the head and 8 full-time support staff. The head supervises staff in 2 units (database maintenance and marking/MARVEL entry) who are responsible for performing precataloging name authority work for the acquired cataloging section; coordinating name authority work by other staff both in the department and in other areas of the libraries; updating cataloging information in MARVEL (the libraries' in-house integrated system); preparing OCLC cards for filing and/or distribution; coordinating filing in the libraries' central card catalogs; building OCLC data files and maintaining the quality of data in the libraries' catalogs; cataloging reading for pleasure books and University of Georgia theses and dissertations; preparing newly acquired materials for shelving; making corrections to previously cataloged materials; etc. The head of the records maintenance section serves as a resource person in the areas of marking, authority control, and card catalog and online database maintenance, both within the department and in other areas of the libraries, and reports directly to the head of the cataloging department. The cataloging department has 13 professional and 24 support staff positions and catalogs over 50,000 books, serials, and nonbook items yearly. Some evening and/or weekend work may be required. *QUALIFICATIONS:* MLS from ALA-accredited library school; minimum one yr.'s technical services experience, preferably with cataloging or database management and in a large academic or research library; knowledge of AACR2, Library of Congress classification and subject headings, and authority control principles; familiarity with OCLC cataloging and the MARC format. Ability to work with broad range of languages; effective written and oral communication skills; ability to establish and maintain effective working relationships; supervisory experience preferred; knowledge of automated systems (in addition to OCLC) applicable to technical services desired; strong interest in academic librarianship desired. ***APPLICATION PROCEDURE:* Send letter of application by Aug. 26,** including resume and names of 3 references, to: Florence E. King, Personnel Librarian, **University of Georgia Libraries, Athens, GA 30602.** This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Information access librarian for maps and documents. *DUTIES:* Responsible for all aspects of reference service, including serving at the reference desks in maps/reserve and documents. Service level in documents reflects regional depository status. Map collection includes all depository maps as well as purchased maps in a growing collection. Participates in collection development and liaison activities in selected subject areas, with emphasis in land use, geology, geography, earth sciences, and/or agriculture. Assists with bibliographic instruction and online searching as needed. Is in contact with other university units, students, faculty, staff, and local community members in the process of providing reference service. *REQUIREMENTS:* ALA-accredited master's of library science. 2nd master's desirable. 2–5 yrs.' experience required for nonentry level. Geography, geology, earth science, or agriculture

background preferred. Knowledge of documents, as demonstrated by coursework or experience. Commitment to the provision of quality reference service, using technology to enhance that service. All applicants must possess an attitude of flexibility and adaptability in order to serve multidimensional purposes required of the position. Salary and benefits: Salary, $18,000–$25,000, depending on experience, for a 12-mo. appointment. Excellent benefits package; 88% of Social Security paid for first $16,500 of salary; choice of retirement programs including TIAA/CREF; 14 state holidays; no state or local income tax. *GENERAL INFORMATION:* Texas Tech University, one of 5 comprehensive state universities in Texas, has an enrollment of 24,000. It is located in Lubbock, a cultural and commercial center for the area with a metropolitan population of 225,000. The library has 1.1 million volumes and a materials budget of $1.7 million. Planning for an online catalog is underway. *APPLICATION:* Applications will be accepted until the position is filled. Position available immediately. Send letter of application, resume, 3 letters of reference to: E. Dale Cluff, Director of Libraries, **Texas Tech University, Lubbock, TX 79409.** Direct inquiries to: Gisela Webb, Assistant Director of Libraries for Administrative Services, **TTU Library, Lubbock, TX 79409; 806-742-2258.** An equal-opportunity, affirmative-action institution. Minorities are encouraged to apply.

Information services librarian. Provides information services, bibliographic instruction, and orientation activities. Responsible for supervision of technical services and cataloging, using OCLC and CIRC Cess. Database searching experience highly desirable. Work schedule includes evenings and Saturdays. Starting salary $31,416. Effective Oct. 7. Minimum qualifications include master's degree (LS) and 4 yrs.' appropriate experience. **Apply by Aug. 31** by sending resume, references, and letter to: Director of Library Services, **Tunxis Community College, Farmington, CT 06032.**

Interlibrary loan librarian. Responsible for the administration of the interlibrary loan department, which consists of the department head, the assistant interlibrary loan librarian, 4 staff, and student assistants. Establishes goals, objectives, policies, priorities, and performance standards and allocates financial, personnel, and space resources in consultation with library administration. Library is a member of RLG, ILLINET, and CRL, and is a net lender with over 22,000 total transactions per yr. *QUALIFICATIONS:* A minimum of 3 yrs.' academic library interlibrary loan experience with significant level of responsibility for management, supervision, and training required. Additional academic library experience desirable. Reading knowledge of at least one modern European language. Excellent communication skills and the ability to work effectively with staff, colleagues, and library users. Familiarity with RLIN or other automated systems preferable. Salary range: $27,500–$32,000 depending upon qualifications. **Application deadline: Sept. 1.** Send letter of application and resume, including names of 3 references, to: Lance Query, Assistant University Librarian for Planning and Administration, **Northwestern University Library, Evanston, IL 60208.** AA, EEO.

Librarian I/library instruction coordinator (full-year, full-time, library continuing employment system). Position approval pending. Reporting to the head of information/reference, the library instruction coordinator will be responsible for an ongoing information/reference program reaching more than 10,000 people annually in which all unit librarians participate. This librarian will have primary responsibility for working with the faculty of American Thought and Language (the introductory composition sequence) to develop and implement a large-scale instruction program; will develop, coordinate, and participate in other library instruction and orientation in conjunction with representatives from other library units; and will provide leadership, training, and assistance to unit librarians engaged in instructional activities. Other responsibilities will include writing and editing of instructional and informational publications, providing reference service 10–15 hrs. per week including database searching, and other public service duties as assigned. *MINIMUM QUALIFICATIONS INCLUDE:* An MLS from an ALA-accredited institution; excellent written and oral communication skills; ability to approach library instruction with creativity and innovation; ability to work effectively with groups and individuals. Minimum salary is $21,000. **Submit a letter of application, a resume, and the names/addresses of 3 current references by Aug. 22** to: Clifford H. Haka, Head, Access Services, **Michigan State Univ. Libs., East Lansing, MI 48824-1048.**

Director
Instructional Support Services

Responsible to the dean of instruction for supervising development and operation of college library (print and nonprint), cable telecommunications, and production services. Additional responsibilities include interdivisional planning and coordination, budget development and administration, maintenance of college archives, and working closely with community college members to ensure appropriate instructional support services.

12-mo., full-time faculty position at Division-Chair level beginning Nov. 1, or after. Master's required; doctorate preferred. Extensive experience in higher education and knowledge of instructional support services; proven ability in planning, supervision, and communication skills; and familiarity with computer applications essential. Anticipated starting salary range $36,902–$44,098. **Apply with letter, resume, and names, addresses, and phone numbers of 3 references by Sept. 15** to:

Office of Personnel Services
Director of Instructional Support Services
Search Committee
Essex Community College
Baltimore County, MD 21237

Essex Community College is committed to affirmative action and equal opportunity.

Library director (search reopened), Anderson College, a 2-year, Baptist, liberal arts college in Anderson, S.C. Responsible for planning and directing all aspects of library operations. 12-mo. position. Faculty rank. Reports to vice president for academic affairs. Salary competitive and is based on qualifications and experience; minimum $27,000. *MINIMUM QUALIFICATIONS:* MLS degree from ALA-accredited program, substantive library experience, preferably in an academic library, demonstrated leadership ability, training and experience in using automated systems, commitment to Christian higher education. Review of applications began Aug. 1. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: **Office of Vice President for Academic Affairs, Attn.: Frances Mims, Chair, Library Director Search Committee, Anderson College, Anderson, SC 29621.** AA, EO employer.

Library systems coordinator for administrative information systems and services, University of Illinois. The Urbana campus has an academic professional, nontenure-track opening for a library systems coordinator. *RESPONSIBILITIES INCLUDE:* serving as a user services librarian for ILLINET Online (IO), a statewide automated resource-sharing network maintained by AISS. IO consists of 2 component systems: 1) the statewide Library Computer System (LCS), which provides local and interlibrary circulation capabilities for 29 academic libraries; and 2) the Full Bibliographic Record (FBR) component, which provides a union catalog based on the OCLC cataloging records of 800 Illinois libraries. Other duties include serving as primary contact on operational matters for member libraries, problem analysis and resolution, liaison with the AISS library systems programming staff, working with other user services personnel to prepare documentation and training materials for new member libraries; assisting in the coordination and presentation of continuing education programs/training sessions. The coordinator will serve on committees of the Illinois Library Computer Systems Organization. Travel, within the state, required 30%–40% of time. The position requires an ALA-accredited master's degree, a minimum of 2 yrs.' experience using an automated cataloging or circulation system, strong written and oral communication skills, and a valid driver's license. Preference will be given for experience in using the LCS and/or FBR components of ILLINET Online, library instruction or training, the OCLC cataloging subsystem, working in a library network or resource-sharing environment, knowledge of online cataloging and library database maintenance, or current knowledge of computer software and hardware technologies. Salary range is $22,000–$25,000 based on qualifications and experience. **For full consideration, a letter of application, including resume and 3 references, should be submitted by Aug. 15** to: Maxine Hayden, Assistant Director, **Administrative Information Systems and Services, Univ. of Ill., 911 S. Sixth St., Champaign, IL 61820.** The University of Illinois is an affirmative-action, equal-opportunity employer.

Nonbook librarian (search reopened). The University of Nevada/Las Vegas seeks energetic, creative librarian to fill new nonbook librarian position and assume responsibility for managing, planning, and implementing an expanding nonbook program. Nonbook section is staffed by 3.5 classified employees and 10 part-time student assistants. Services include providing access to a variety of audiovisual materials; operating a copy service; providing a growing faculty development center that currently includes microcomputers and grading machines; cooperating with the computing center in housing a computer training lab. This person will work closely with TeleMedia Services, faculty, librarians, and other university community members to ensure that appropriate services, collections, and equipment are available; serve as an advocate for the role of nonbook materials in a university library; and address relationships between computer technologies and nonbook services. *QUALIFICATIONS:* ALA-accredited MLS; training and experience in use of nonbook materials, sources, and equipment; planning, supervisory, and communication skills; 2 yrs.' professional experience, preferably in an academic library; ability to relate harmoniously with clients and staff; and commitment to responsive and innovative public services. *SALARY:* $25,000–$30,000. Librarians have tenure-track positions, faculty

status, 12-mo. appointments, 24 days per year of paid vacation, and standard fringe benefits including TIAA/CREF. No state income tax. **Deadline for submission of applications is Sept. 16.** Send letter of application; resume; and names, phone numbers, and addresses of 3 references to: Mary Dale Deacon, Director of Libraries, **University of Nevada/Las Vegas, 4505 S. Maryland Parkway, Las Vegas, NV 89154-7001.**

Periodicals and interlibrary loan librarian. Gallaudet University Library is seeking a periodicals and interlibrary loan librarian with primary responsibilities for: 1) the organization and supervision of a periodicals collection of approximately 1,200 journal titles including a special collection of periodicals related to deafness; and 2) all aspects of interlibrary loan using both the OCLC ILL subsystem and ALA forms. The periodicals and interlibrary loan librarian supervises a full-time paraprofessional plus a student assistant, and shares in reference desk staffing, online searching, and other public service duties. *REQUIREMENTS:* Master's degree in library science from an ALA-accredited institution, experience in working with periodicals, excellent interpersonal and English-language skills, strong public service orientation, and ability to use sign language or willingness to learn and demonstrate competence. Gallaudet University provides free, intensive sign-language training during the workday. Gallaudet University, located in the heart of Washington, D.C., is the only university for the deaf in the world. As a unique institution offering degrees from the bachelor's to the doctorate, Gallaudet boasts the most comprehensive library collection on deafness in existence. Gallaudet's approximately 2,000 students come from across the United States and from abroad and represent a variety of backgrounds and interests. Salary: $25,320 minimum plus excellent benefits. **Review of applications will begin on Aug. 22.** Send letter of application and resume to: **Gallaudet University, Personnel Office, College Hall, Room 7, 800 Florida Ave. N.E., Washington, DC 20002.** Equal-opportunity employer, M/F.

Automated Systems Librarian
University of Wisconsin/Eau Claire

Will plan and coordinate automation of library activities, including PC applications, in a leading LS/2000 site with operational circulation, reserve, OPAC, and authorities subsystems. Acquisitions, serials, LANs, and added PC applications are being planned.

REQUIRED: ALA-accredited MLS, training and experience in library automation, proven analytical and problem-solving skills, excellent written and verbal communication skills, flexibility and ability to work well independently and under pressure. *Desired:* Experience in academic libraries, training in system design and additional coursework in library/business administration, knowledge of current library systems and microcomputer applications.

Salary: $27,000 minimum. 22 vacation days and excellent benefits. 12-mo., faculty, tenure-track position. Appointment Dec. 1, or as soon as possible.

Complete applications received by Sept. 15 will be preferred. Send letter of application, resume, and at least 3 letters of reference with phone numbers to: **Cleo J. Powers, Recruitment Committee, McIntyre Library, University of Wisconsin/Eau Claire, Eau Claire, WI 54702-4004; 715-836-5820.**

EEO, AA employer
Women and minorities urged to apply.

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3 Reference Opportunities at
Arizona State University

Arizona State University, home of the new Phoenix Cardinals, is pleased to offer 3 outstanding career opportunities. In addition to 284 days of unmitigated sunshine, the salary for each position begins at $19,500 and is negotiable, dependent on education and experience.

The successful candidates for all 3 positions will participate in 4 broad areas of responsibility: reference service, collection development, faculty liaison, and specialized public service (database searching, orientation and instruction, in-depth reference in assigned subject areas).

Humanities Reference Librarians: Except for languages, the qualifications for 2 positions are identical. *REQUIRED:* ALA-accredited MLS degree or foreign equivalent; relevant academic background for assigned subject areas; relevant experience in an academic, large public, or research library; strong interpersonal and communication skills. *Preferred:* Graduate degree in relevant humanities discipline; experience and/or training in collection development and management, general reference, orientation and instruction, database searching; appropriate professional experience.

For the position of **reference librarian/Western European subject specialist for Romance languages and literatures,** a strong working knowledge of French is required, and familiarity with Spanish, Italian, or a classical language is preferred. The position of **reference librarian/subject specialist for religious studies, Germanic languages, and philosophy** requires a strong working knowledge of German and prefers familiarity with Scandinavian languages or Dutch.

Science Reference Librarian/Subject Specialist for Life Sciences and Agriculture. *REQUIRED:* ALA-accredited MLS degree or foreign equivalent; academic training and/or experience using the life sciences/agriculture information sources; demonstrated written and oral communication skills; knowledge of science reference tools. *Preferred:* Undergraduate or graduate degree in a life science; relevant academic background and/or experience in agriculture; reference experience in an academic, research, or special library; experience in collection development in an academic or research library, preferably including approval plans, collection assessment, and other development and evaluation methods; experience in using Dialog, BRS, or STN.

APPLICATION DEADLINE: **Recruitment will remain open until the positions are filled, with review of applications beginning on Aug. 15.** Please apply separately for each position in which interested. Send letter which addresses all stated qualifications, current resume, and names, addresses, and telephone numbers of 4 recent references to: **Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.**

ASU is an affirmative-action, equal-opportunity employer.

Preservation librarian. Works with department head in managing a variety of preservation activities and projects. Responsible for operation and management of preservation office, one of 3 units within the department. Assesses preservation needs of collections and develops plans to meet those needs. *QUALIFICATIONS:* MLS preferred or equivalent; demonstrated interest in and commitment to library preservation; excellent interpersonal skills; ability to communicate effectively both orally and in writing; ability to take initiative and work independently. Salary range: $21,000–$24,000. Applications will be accepted until the position is filled. Send application and resume, including names of 3 references, to: Lance Query, Assistant University Librarian for Planning and Personnel, **Northwestern University Library, Evanston, IL 60208.** AA, EOE.

Rare books cataloger for theology, scripture commentary, etc. 2-yr. position (possibly 3rd), responsible for original cataloging, authority files, reader supervision. *REQUIRED:* MLS from accredited program, AACR2, MARC tagging, Latin. *Preferred:* Background in theology or classics, OCLC, 1–2 yrs.' experience, 2nd language (Italian or French). Salary: $25,000 with benefits. **Resume with 3 references by Sept. 15** to: Sister Ellen Gaffney, Director, **St. Joseph Seminary, Dunwoodie, Yonkers, NY 10704.**

Rare/nonbook cataloger, University of Michigan Library. *RESPONSIBILITIES:* Under the direction of the head, special format cataloging unit, creates original bibliographic records for rare and nonbook monographs; performs cataloging for monographs with only related copy available; and edits, and upgrades as necessary, Library of Congress and member-library RLIN/OCLC bibliographic records. In addition, the rare/nonbook cataloger will be responsible for handling complex cataloging problems related to rare or nonbook monographic materials in dynamic system and cataloging environment where bibliographic format cataloging standards have not been fully developed (e.g., software, CD-ROM, slides, etc.). The rare/nonbook cataloger will contribute to the unit and division as a whole through participation in various projects, duties, etc., and will be responsible for compiling and reporting monthly statistics of work cataloged. *REQUIRED:* MLS. Demonstrated ability to learn complex procedures and to exercise judgment in application of them, demonstrated interpersonal and communication skills, and comprehensive academic background (subject specialty helpful). Good reading knowledge of French and German; working knowledge of other principal Western European languages, as well as Latin. *DESIRED:* Experience with rare or nonbook materials and/or cataloging experience including understanding of cataloging procedures as practiced in a large academic library. Understanding and experience using computerized bibliographic utilities (e.g., OCLC, RLIN) including their formats and conventions. Minimum salary of $21,000 dependent on previous relevant experience. **Applications received by Aug. 31 will be given first consideration.** Apply to: Lucy Cohen, Manager, Library Personnel Office, **404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109-1205.** A nondiscriminatory, affirmative-action employer.

Reference bibliographer for science and engineering, Mervyn H. Sterne Library, University of Alabama at Birmingham. Position available Oct. 1 at academic rank of Assistant Librarian or above; minimum salary of $20,000. Rank and salary may be higher

depending on education and experience. Responsible for general and specialized reference service to library patrons and effective interaction with instructional faculty of the schools of Engineering and of Natural Sciences and Mathematics. Responsible for collection development in the subject areas of responsibility and monitoring of the library materials budgets. ALA-accredited MLS and previous library experience required. Undergraduate background in engineering or the sciences highly preferred. **Send letter of application, resume, and names and addresses of 3 references by Aug. 26** to: Mary A. Robertson, **Mervyn H. Sterne Library, University of Alabama at Birmingham, University Station, Birmingham, AL 35294.** An affirmative-action, equal-opportunity employer.

Reference librarian and social sciences bibliographer, Michigan State University Libraries. Reporting to head of social sciences and humanities reference, provides reference, database searching, bibliographic instruction, and collection development services, and participates in full range of reference and instructional activities of the unit, with emphasis on behavioral sciences. Takes primary responsibility for specialized services in psychology, sociology, social work, family child science, communications, and urban studies, and selects materials in those areas. Assignment may include coordination of one or more major functions in the unit. *REQUIRED QUALIFICATIONS INCLUDE:* A master's degree from an accredited program in library science, educational background or experience with research materials in one or more behavioral science disciplines, and database experience. Appointment will be made at Librarian I or II level, depending upon qualifications; appointment as Librarian II requires at least 3 yrs.' successful experience in an academic or research library. Demonstrated ability to communicate effectively, both orally and in writing, and ability to work effectively with faculty, students, and staff are also required. Other desirable qualifications include an advanced degree in a discipline related to areas of assignment, foreign-language expertise, and teaching experience. Minimum salary of $23,000, depending upon qualifications. Social sciences and humanities reference is the principal service unit for specialized reference in social sciences and humanities, including education and law, and is staffed by approximately 7 FTE librarians, 1.5 FTE support staff, and 2.3 FTE student assistants. **Applications received by Aug. 31 will receive priority consideration.** Submit a letter of application, resume, and the names and addresses of 3 current references to: Eugene Wiemers, Jr., Head, Social Sciences and Humanities Library, **Main Library, Michigan State University, East Lansing, MI 48824-1048.** MSU is an affirmative-action, equal-opportunity institution.

Reference librarian/map specialist, Assistant Professor (tenure-leading), central reference services department, starting Nov. 1. 1) Serve on the reference/information desk. (Preference will be given to applicants with credentials in geography and maps.) 2) Responsibility for collection development in social science and humanities areas including management of the map collection. 3)Provision of user education in assigned subject area(s). 4) Liaison with faculty and students in the social sciences and humanities. 5) Online searching in the social sciences and humanities. 6) Other duties as assigned. *REQUIRED:* MLS from an American Library Association–accredited library school; strong interpersonal skills; demonstrated oral and written communication skills. *PREFERRED:* Experience in reference service; degree in one of the assigned subject areas or relevant work experience with preference given to applicants with credentials in geography and maps; graduate degree in the social sciences or humanities; reading knowledge of one or more foreign language(s); experience in online searching. $19,000 minimum for a 12-mo. contract. Salary may be higher depending upon the qualifications of the successful applicant. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by Sept. 15** to: Kent Hendrickson, Dean of Libraries, **106 Love Library, University of Nebraska/Lincoln, Lincoln, NE 68588-0410.** Affirmative-action, equal-opportunity employer.

Serials catalog librarian. *REQUIREMENTS:* MLS (ALA-accredited). Experience in serials cataloging, including original cataloging, copy cataloging, and catalog maintenance; experience with OCLC or other bibliographic utility; ability to work with foreign-language material. *Desired qualifications:* Successful supervisory experience, including training and evaluating personnel; working knowledge of authority practices, Anglo-American catalog rules, and LC rule interpretations, OCLC/MARC formats, and CONSER standards; experience with an online catalog; reading knowledge of Romance languages, German, and/or Russian; familiarity with Dewey Decimal classification; familiarity with ANSI/NISO serial holdings standards and with USNP newspaper cataloging standards; strong communication and interpersonal skills; good planning and organizational skills. *RESPONSIBILITIES:* Responsible for original and copy cataloging of serials in all formats; coordinates the operations of the serials cataloging unit; trains and supervises 4 clerical staff plus student assistants; directs and revises staff cataloging and catalog maintenance activities in both manual and online environments; serves as resource person for all library faculty, professional, and clerical staff in matters relating to serials

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UNIVERSITY AT
ALBANY
STATE UNIVERSITY OF NEW YORK

Director, University Libraries

Nominations and applications are invited for the position of *Director of University Libraries* for the University at Albany, State University of New York, one of four university centers within the state-wide SUNY system. The University seeks an experienced Director who will function as an officer of the University, working with the Deans and policymaking councils to articulate plans to provide superior research libraries. The successful applicant will be an active scholar and progressive leader dedicated to building strong ties with the faculty and expanding the libraries.

The Director manages a staff of 135 FTE, a total budget of over $5.9 million including an annual acquisitions budget of $2.25 million, and collections of 1.2 million catalogued volumes. The library has its own computer systems development staff to support its integrated automated system (acquisitions, online catalog and circulation) and online computer based reference services. The University Libraries, a member of ARL and RLG, support a wide range of doctoral and research programs, serving a campus community of 16,000 students and 2,420 faculty and staff. University Libraries' memberships include SUNY/OCLC network, Center for Research Libraries, and the Capital District Library Council.

Responsibilities: The Director of University Libraries is responsible for the leadership and management of the Libraries and the library faculty/staff, including planning, budgeting, and management of facilities and services. He or she serves as a University representative in a variety of campus and external environments. The Director holds a rank equivalent to Dean and serves as a member of the Council of Deans, the University Senate Council on Libraries, Computing and Information Systems, and the University Policy Council. The Director is a member of the highest policymaking committees on campus and provides input for academic as well as other policy concerns in support of the University mission.

Preferred Qualifications: The successful candidate will have a proven record of leadership, substantial administrative experience, and evidence of continuing scholarly participation and professional growth. Also important are familiarity with the operation of large academic or research libraries with special emphasis on the application of library technology, experience in the successful planning and renovation of library facilities, and a record of accomplishment in seeking external funding support. Graduate training, including an MLS, is desired.

Position to be Filled: On or before January 1, 1989.

Salary: $46,725 to 83,375

Review of Applications: To begin September 15, 1988.

Each application must include a list of three references and a current résumé. Address nominations or applications to:

Professor Alan Purves
Chair, Search Committee for Director of Libraries
c/o Office of the Associate Vice President for
Information Systems and Technology
Business Administration B-22
State University of New York at Albany
Albany, New York 12222

The University at Albany, State University of New York is an Equal Opportunity/Affirmative Action Employer. Applications from minorities, women, handicapped persons, and Viet Nam era veterans are especially welcome.

University of Oregon Library
Rare Books/Special Collections Librarian

RANK: Assistant Professor or higher (renewable, fixed-term appointment). *DUTIES AND RESPONSIBILITIES:* **Entry-level** position. Reports to curator, special collections. Administers collections of circulating and noncirculating books in the special collections department, including: the Oregon Collection, a circulating, open-stacks, regional history and literature collection containing over 30,000 volumes; the Rare Book Collection, a noncirculating, closed-stacks collection consisting of several named and general collections representing nearly 40,000 volumes of Western Americana, medieval and Renaissance manuscripts, incunabula, early imprints, fine press works, British and American literature, Oriental art, and miniature books and popular literature (primarily pulp serials and paperbacks). Also included is the Lane Collection, which contains one of the largest collections in North America of works printed by Giambattista Bodoni, and the Cole Zeppelin Collection and Ligher Than Air Library. Works with acquisition and collection development departments in building the collections which are open to addition. Provides reference service for the Oregon Collection and Rare Book Collection and has regular desk hours in the Rare Materials Reading Room. Creates finding aids and addresses groups and classes as needed. Serves on library and university committees. May participate in library instruction program and perform special projects and other related duties as assigned. Works in close cooperation with the manuscript curator. Prepares occasional exhibits. Supervises one full-time classified employee.

QUALIFICATIONS required: MLS from ALA-accredited library school. Prior experience in rare books or special collections is preferred, and a knowledge of any of the following would be desirable: Western Americana, Latin and/or Italian, the book arts, and conservation techniques. *SALARY:* $19,000 minimum for 12-mo. appointment. Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross–Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates.

The University of Oregon Library is an ARL library with current holdings of approximately 1.75 million volumes and over 18,000 serials subscriptions. The library participates in OCLC. Acquisition and serials functions are automated using INNOVACQ; in May, the library began installation of the INNOPAC online catalog and circulation system.

***APPLICATION DEADLINE:* To be considered, applications must be postmarked on or before Aug. 31.**

TO APPLY: Send cover letter, resume, and names of 4 references to:

Laine Stambaugh
Personnel Librarian
University of Oregon Library
Eugene, OR 97403-1299
503-686-3056

The University of Oregon is an equal-opportunity, affirmative-action institution. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

cataloging and catalog maintenance policies and procedures. *STATUS AND BENEFITS:* Exempt professional. 12-mo. appointment with annual vacation of 22 days. Flexible benefit programs with open enrollments annually. Group life, medical, and disability insurance programs are in effect as are TIAA/CREF retirement and Social Security coverage. Salary $20,000 and up, depending upon qualifications. **Deadline: Sept. 1** or until position is filled. Send resume and list of references to: Thomas L. Haworth, Personnel Officer, **Libraries, Stewart Center, Purdue University, West Lafayette, IN 47907.** An equal-opportunity, affirmative-action employer.

Serials/reference librarian, St. Mary's University. Responsible for serials department and implementation of Dynix serials module. Liaison to selected academic department for collection development. Serves on evening and weekend reference rotation. *QUALIFICATIONS:* ALA-accredited MLS, some knowledge of microcomputers. Salary: minimum $19,000. Appointment at either Instructor or Assistant Professor rank depending on qualifications. 6 wks.' vacation and faculty holidays. Standard faculty benefits. **Application deadline: Aug. 15.** Position open Sept. 1. Send resume, and names, addresses, and phone numbers of 3 references to: Palmer Hall, **Academic Library, St. Mary's University, One Camino Santa Maria, San Antonio, TX 78284.** An AA, EOE employer.

Slavic and Eastern Europe bibliographer. This position is responsible for the development of a strong research collection of materials about the Soviet Union and East Central Europe, to meet the information needs of faculty, students, and others in the Columbia community. The incumbent will coordinate collection development and will represent the libraries at relevant Research Libraries Group meetings; act as liaison with faculty; and assist in the management, preservation, and evaluation of the collection. Reference responsibilities relate primarily to the Soviet Union/Eastern Europe area and include consultations by appointment, assistance in the use of information sources in many formats, bibliographic instruction and class lectures, database searching, and preparation of publications. *REQUIREMENTS ARE:* PhD (or equivalent) in a subject relevant to understanding of this area of the world; excellent language skills in Russian and reading ability in one or more other Slavic languages; intimate knowledge of the history, politics, economics, and cultures of the area; significant experience in acquiring Slavic research materials; excellent verbal and written communications skills; and flexibility to work effectively and creatively in a complex environment. Prior successful experience as a Slavic bibliographer may substitute for the PhD. An accredited MLS and additional foreign-language skills are preferred. Salary ranges are currently: Librarian I, $25,000–$32,500; Librarian II, $27,000–$36,450; and Librarian III, $30,000–$43,500. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Applications received by Aug. 31 will receive priority consideration.** Send resume, listing 3 references, to: Kathleen Wiltshire, Dir. of Personnel, **Box 35 Butler Lib., Columbia Univ., 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Systems librarian. Full-time, probationary IFO position beginning Nov. 1. The systems librarian, reporting to the dean of the library, is responsible for coordinating the efforts of the library to implement and maintain the PALS library system, providing general system leadership, including daily problem solving, local documentation, barcoding leadership, and maintenance of the librarywide statistics database. The incumbent will also participate in the library's collection development activities and in public service activities as appropriate. The systems librarian will be an Assistant/Associate Professor with an MLS from an ALA-approved library school and at least 5 yrs.' academic library and/or systems experience with integrated automated library systems. Preference will be given to those applicants who demonstrate experience in library systems, collection development, public service, and library instruction, and the ability to work with the staff through local documentation, workshops, and interpersonal communications. The Minnesota State University Project for Automated Library Systems (MSUS/PALS) originated at Mankato State University. The PALS integrated system consists of an online catalog, a circulation system, an ILL module, a serials control module, an acquisitions module, and electronic mail capability. Now serving 31 public and private academic libraries and state agencies in Minnesota and North Dakota, the PALS database holds over 1.5 million records. Mankato State University's Memorial Library houses the PALS staff and serves as the Beta test site for the system. The salary will be between $35,000 and $38,000. **Apply by Sept. 16** to: Thomas M. Peischl, Dean of the Library, **Mankato State University, Box 19, Mankato, MN 56001.** Applications from minorities are encouraged.

Urban planning bibliographer & reference librarian, Avery Architectural & Fine Arts Library. Reports directly to Avery librarian. Primary responsibilities involve continued development of a research collection in urban planning, housing, & real estate development. Duties include overseeing all library activities in the above subject fields, such as acquisitions, in-depth reference, bibliographic instruction, & preservation; coordination of these activities with related units in Columbia University Libraries (business/economics, social science/international affairs, and social work libraries); and liaison with faculty & students of Division of Urban Planning. The incumbent also provides general reference service in Avery Architectural and Fine Arts Library and selects and indexes articles in urban planning & real estate journals for the *Avery Index to Architectural Periodicals.* In addition to an accredited MLS, requirements are: 1–3 yrs.' relevant professional experience; a strong background in social sciences with preferential consideration to applicants with advanced degree; evidence of professional activity and initiative; ability to communicate and write effectively; and working knowledge of at least one foreign language. Salary ranges are: Librarian I: $25,000–$32,500; Librarian II, $27,000–$36,450. Excellent benefits include assistance with university housing & tuition exemption for self and family. **Deadline for applications is Aug. 30.** Please specify "urban planning bibliographer" on application. Submit resume, listing 3 references, to: Kathleen Wiltshire, Dir. of Personnel, **Box 35 Butler Lib., Columbia Univ., 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

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4 positions available, Ohio State University Libraries. 1) **Head, special collections cataloging.** Administratively responsible for cataloging of all special collections materials (rare books, manuscripts, photographs, etc.) using AACR2 and LC classification and subject headings; directly responsible for cataloging of rare books. Assists in preparation of grant proposals and in management of grant-

HARVARD COLLEGE LIBRARY

Head of Public Services, Museum of Comparative Zoology Library

Under the general direction of the Librarian, has primary responsibility for public services and security of the Library, including regulation of access to Special Collections. Duties include supervision, training, evaluation and scheduling the public services staff, interpreting library policy to users; maintaining, evaluating and revising public service policies and procedures in consultation with the Librarian; assisting with Library publications; handling reference inquiries; computer searching of BIOSIS Database; keeping records, overseeing circulation desk activities; soliciting and responding to faculty reserve requests; and supervising inventory and reorganization projects.

The Museum of Comparative Zoology Library is located in the University Museum building and has a collection of 230,000 volumes. This position involves overseeing two large reference/reading rooms and eight rooms of stacks. The public services staff consists of two staff, 8 student assistants and a student guard.

Qualifications: M.L.S. or equivalent and a B.A. or B.S. in biology or other science discipline. Appropriate library public services experience, supervisory experience and knowledge of Western European languages. Good interpersonal skills and ability to work under pressure.

Rank and Salary: Librarian I or Exempt; $20,600 minimum

Technical Services Librarian in the Judaica Department

Under the general direction of the Assistant Head for Technical Services, processes acquisitions and performs cataloging of all currently received materials chiefly in Hebrew and Yiddish using the Library's HOLLIS acquisitions system and the OCLC cataloging subsystem. Performs other related duties as required.

Qualifications: M.L.S. degree from an ALA-accredited library school and graduate level training in Jewish Studies required. Fluent Hebrew and English essential; reading knowledge of other languages highly desirable. Knowledge of AACR2, LC classification and subject headings, and MARC format required. At least one year's experience in a research library, preferably working with Jewish Studies materials and an automated library information system. Demonstrated ability to interact efficiently with and willingness to make extensive use of computer terminals. Ability to learn quickly, communicate effectively, and work as part of a team within a goal-oriented, productivity-conscious environment.

Rank and Salary: Librarian I or exempt: $20,600 minimum

Judaica Cataloger

Under the general direction of the Assistant Head for Technical Services, processes acquisitions and performs cataloging of currently received materials in Hebrew, Yiddish, and other languages using the Library's HOLLIS acquisitions systems and the OCLC cataloging subsystem. Performs other related duties as required.

Qualifications: M.L.S. degree from an ALA-accredited library school and graduate-level training in Jewish Studies required. Fluent Hebrew and English essential; good reading knowledge of at least one additional Western language required. Knowledge of AACR2, LC classification and subject headings, and MARC format required. At least one year's experience in a research library, preferably working with Jewish Studies materials and an automated library information system. Demonstrated ability to interact efficiently with and willingness to make extensive use of computer terminals. Ability to learn quickly, communicate effectively, and work as part of a team within a goal-oriented, productivity-conscious environment.

Rank and Salary: Librarian I, $20,600 minimum

Serial Cataloger in the Widener Library (Part-Time)

Under the general direction of the Chief Serials Cataloger, prepares the principal bibliographic record for serials in hard copy and microform for the Library's internal files, the Harvard University Library Distributable Union Catalog, and the CONSER file. Catalogs monographic series. Establishes corporate names and other headings and makes authority records for them for the Library of Congress National Coordinated Cataloging Operations (NACO) and the Harvard Authority File as well as internal files.

This position is a part-time opening (17½ hours per week) in the Serial Cataloging Section of the Cataloging and Processing Department in Widener Library. Housing the central research collection for the Faculty of Arts and Sciences, Widener is an administrative unit of the Harvard College Library.

Qualifications: M.L.S. or equivalent; knowledge of two or more Western European languages; knowledge of the Anglo-American Cataloguing Rules (2nd. ed.), the LC subject headings, the LC classification system, and familiarity with OCLC. Previous experience in a research library, especially with serials, highly desirable.

Rank and Salary: Librarian I or II, depending on qualifications.
Librarian I: $20,600 minimum
Librarian II: $24,560 minimum

Head of Cataloging Services Hilles and Lamont Libraries

Reporting to the Librarian of the Hilles and Lamont Libraries, has responsibility for the cataloging, binding and preservation functions. Supervises and executes cataloging functions for the two libraries in the HOLLIS environment, using OCLC and other sources of cataloging data as determined for the University Library. HOLLIS is Harvard's online integrated library information system. All formats, including audio and video holdings, and music materials. Works closely with Widener Cataloging Support Service and HUL Conser Office. Supervises and coordinates binding and preservation activities appropriate to the needs of the undergraduate libraries. Hires, trains, schedules and supervises support and student staff for the cataloging and preservation functions in Lamont; consults with the Associate Librarian in Hilles to hire, train and evaluate staff in that library. Participates with other senior staff in planning for library operations. Participates with other senior staff in collection development program.

Qualifications: M.L.S. degree; at least three years of experience in technical processing, two at exempt level, preferably with increasing levels of responsibility, requiring a working knowledge of OCLC, AACR II, LC classification and subject headings. Knowledge of HOLLIS (or other versions of NOTIS) highly desirable. Demonstrated supervisory skills, and demonstrated ability to contribute to policy-making in a complex organizational setting.

Rank and Salary: Librarian I or II, depending on qualifications
Librarian I: $20,600 minimum
Librarian II: $24,560 minimum

Major Benefits: One month's vacation; generous holiday and sick leave; choice of health plans; life insurance; University-funded pension plan; tuition assistance.

Resumes to: Associate Librarian, Harvard College Library, Widener Library, Rm. 98, Cambridge, MA 02138.

An affirmative action/equal opportunity employer

HARVARD UNIVERSITY

Employers: Your search is over. Get your LEADS here.

POSITIONS OPEN continued on next page.

Public Services Librarian

RESPONSIBILITIES for this 12-mo., tenure-track, Community-College Professional 18 position include: instruction to classes and individuals; one-on-one reference service; referral service to patrons in need of alternate sources of information; development of bibliographies and other public relations efforts; participation in automated information systems and collection development under the supervision of the director of library services.

QUALIFICATIONS: Master's degree in library science and a minimum of 4 yrs.' related experience; good communication and organizational skills; ability to provide information services, using both print and online sources, to a diverse student body as well to staff and community groups. Applicants may state in writing any equivalencies to the above qualifications and provide appropriate references.

SALARY: approximately $31,416 annually plus state employee fringe benefits.

ANTICIPATED STARTING DATE: September 1988.

Applications must be postmarked by Aug. 15.

TO APPLY, forward a resume, including the names of at least 3 references, transcripts, and a letter of intent to: **Marie Salamon, Director of Personnel and Contract Administration,**

Manchester Community College

60 Bidwell Street
Manchester, Connecticut 06040

MCC is an equal-opportunity, affirmative-action employer, M/F.
Protected group members are strongly encouraged to apply.

funded projects. Responsible for training and evaluation of dispersed personnel: 3 catalogers (1.8 FTE), 2 staff (one FTE), and student assistants. Reports to head, cataloging department. *REQUIRED:* MLS from ALA-accredited program; at least 2 yrs.' relevant professional cataloging experience in an academic or research library, preferably in rare books or manuscripts; knowledge of 2 or more foreign languages, preferably Latin, German, French, or Italian. Administrative experience desirable. Salary: $24,240–$28,080. 2) **Head,** Chemistry Library. Administers library (53,000 volumes, 473 serials) serving primarily students and faculty in departments of Chemistry and Chemical Engineering. *RESPONSIBILITIES INCLUDE:* collection development; reference and online searching; bibliographic instruction; supervision of staff (2 FTE and student assistants). Reports to assistant director for department and undergraduate libraries. *REQUIRED:* MLS from ALA-accredited program; 5 or more yrs.' relevant professional experience, including supervision. *HIGHLY DESIRABLE:* Advanced degree in science, preferably chemistry; demonstrated knowledge of chemical literature; reference and online searching experience in an academic or research library. Salary: $26,040–$38,200. 3) **Classics, German, linguistics, and Romance languages (French and Italian) librarian.** Responsible for collection development to support teaching and research in disciplines served; monitors approval plans and manages funds; responsible for operation of a reading room for these disciplines. Other duties include reference service; research consultation and bibliographic instruction; and supervision of one staff member and student assistants. Reports to head, language and area studies department. *REQUIRED:* MLS from ALA-accredited program, fluent reading knowledge of one or more of the relevant languages and basic knowledge of the others; relevant experience in an academic or research library; knowledge of bibliographic and research methodologies in disciplines served. *HIGHLY DESIRABLE:* Advanced degree in a relevant discipline; familiarity with European book trade; experience with online systems such as OCLC, RLIN, BRS, Dialog; familiarity with library applications of microcomputers. Salary: $25,080–$30,000. 4) **Serial cataloger.** Original cataloging and classifying of serials using AACR2 and LC classification and subject headings. Prepares and tags data for input to OCLC; verifies and prepares authority records; answers questions related to serials cataloging and processing from personnel throughout the library system; may assist in training support staff. Reports to head, serial cataloging section. *REQUIRED:* MLS from ALA-accredited program; knowledge of AACR2, LC classification and subject headings, MARC tagging, and use of an online cataloging system. Reading knowledge of one or more Western European languages, preferably German. 1–2 yrs.' professional cataloging experience in an academic or research library. *HIGHLY DESIRABLE:* Experience cataloging serials in an academic or research library. Salary: $22,080–$27,600. All positions require ability to communicate effectively, orally and in writing, in English. All positions carry faculty status and responsibilities, including research, publication, and service. **Apply by Aug. 31** to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43215.** Qualified women, minorities, and handicapped persons are encouraged to apply.

CORPORATE LIBRARY

Cataloging specialist. The Computer Company, a national leader in the data processing industry, has an immediate need for a cataloger. This individual will have the opportunity to work on a high-visibility project within the company. *QUALIFICATIONS:* ALA-accredited master's degree in library science (LS). Thorough knowledge of library cataloging, classification, automation guidelines (i.e., AACR2, LCSH, MARC format). Responsibilities include: Performing descriptive cataloging and MARC coding, name and subject authority usage, and quality control. Foreign-language background a plus. Benefits include health insurance, tuition reimbursement, and a 401K plan. Maximum starting salary: $20,200 annually. For consideration, please send resume and salary history in confidence to: Laura Shreaves, **The Computer Co., 1905 Westmoreland St., Richmond, VA 23230; 800-446-2612.** AA, EOE.

CONSULTANT WANTED

Kuwait University
STATE OF KUWAIT
College of Graduate Studies

Library and Information Science: Visiting Professor or Consultant

The College of Graduate Studies (CGS) of Kuwait University is planning to establish a program in library and information science at the graduate level leading to a master's degree. Kuwait University does not now offer an undergraduate program in library and information science or related fields. Accordingly, CGS is now entrusted with a mandate to establish and manage a graduate program in library and information science. CGS wishes to embark on planning for undertaking this responsibility and a comprehensive master plan is required. The master plan should address at least the following items: needs assessments for various types of specialists, environmental considerations, basic assumptions, program proposals, program structure, students, faculty, administrative staff, organization and management, facilities (space, equipment, library needs), budget estimates, and implementation.

The duration for the appointment will be one year, starting no later than Jan. 1, 1989.

BENEFITS:

- Roundtrip air fare from place of residence to Kuwait for appointee, spouse, and up to 3 children under the age of 20;
- Free schooling for children in English medium-school grades 1–12;
- Free medical and dental care;
- Free, furnished, air-conditioned apartment;
- No tax;
- Unlimited remittance of earnings and one-mo.'s end-of-service gratuity;
- Salary range from KD 875–KD 1,355 monthly (1 KD equals approximately $3.63); minimum of Associate Professor rank, depending upon qualifications and experience.

The candidate should send his/her application and full curriculum vitae directly to:

Dean
College of Graduate Studies
Kuwait University
POB 5969
13060 Safat Kuwait

or

Assistant Director
Kuwait University Office
3500 International Dr. N.W.
Washington, DC 20008

2 positions, Varian Associates, a Fortune 500 company which supplies products & knowledge to experts in communications, medicine, defense, & industry. 1) **Technical processing librarian.** You will be responsible for, & must have knowledge of, cataloging, acquisitions, & accounting. Experience with books selection in the fields of electronics & physics is preferred, as are microcomputer skills & experience in literature searching. Salary range $26,000–$43,000. 2) **Senior library assistant for interlibrary loans & acquisitions.** Candidate should have a strong background in interlibrary loan & acquisitions, as well as experience in handling purchase orders, invoice reconciliations, & filing. Some assistance with LC cataloging, reference, & literature searching is required by this job. The position will also involve shelving, photocopying, & the physical maintenance of a library. Salary range $21,000–$32,000. U.S. citizenship is required for both jobs. Please phone Joan Murphy, Library Manager, at **415-424-5071** or send resume to her at: **Varian Associates, K-100 611 Hansen Way, Palo Alto, CA 94303.**

MEDICAL LIBRARY

Monographs and historical collections librarian. The Health Sciences Library of the University of North Carolina at Chapel Hill invites applications for monographs and historical collections librarian. Reporting to the head of acquisitions services, this position will be responsible for coordinating collection development for all current monographs and historical materials, including liaison with faculty and public services librarians regarding collection needs. Other responsibilities will include serving as consultant for historical information service and overseeing preservation and conservation activities for all collections. *REQUIRED:* ALA-accredited MLS. *Highly desirable:* Life sciences degree. Preference given to candidates who also have experience in a health or science library, in collection development or acquisitions, or in a science field. Demonstrated interest in history of medicine desirable. Qualities sought include excellent interpersonal and communication skills, interest in professional involvement, and a commitment to serving the information needs of health professionals. Salary based on experience and other factors: for example, minimum $18,800; base salary with 3 yrs.' relevant experience $22,000. The Health Sciences Library has a professional staff of 24; it serves 5 professional schools and North Carolina Memorial Hospital. **To be assured of consideration, applications should be received by Aug. 31.** Send letter of application, curriculum vitae, and names of 3 references to: Carol G. Jenkins, Director, **Health Sciences Library, CB #7585, Univ. of N.C. at Chapel Hill, Chapel Hill, NC 27599-7585.** Affirmative-action, equal-opportunity employer.

Staff associate. Position available in the American Hospital Association Resource Center (Library). *RESPONSIBILITIES:* reference, including online searching; coordination of literature searching service, bibliographic product production, collection maintenance, and special projects; participation in service and product development and implementation; supervision of selected staff. *QUALIFICATIONS:* Master's degree from an ALA-accredited library school; 2–3 yrs.' professional experience in public information services, preferably in a business or health sciences setting; and experience in online searching. Demonstrated supervisory experience required. Excellent communications skills and ability to successfully coordinate multiple projects simultaneously are essential. Starting salary: mid-$20s. For immediate consideration, please send resume and salary history to: Cindy Cholewa, Employee Resources, **American Hospital Association, 840 N. Lake Shore Dr., Chicago, IL 60611.** Equal-opportunity employer, M/F.

Technical services coordinator (medical). Does all original cataloging. Supervises 3 technicians who handle OCLC-edited cataloging, acquisitions, and serials using Georgetown LIS integrated system in network environment. Collection 58,000 volumes. Acquisitions 700–1,000 book titles/year, 1,000 current subscriptions, 200 standing orders, plus $10,000 instructional materials budget. *MINIMUM REQUIREMENTS:* MLS, 2 yrs.' relevant experience including MARC cataloging, demonstrated organizational and leadership ability. *Prefer:* 2 yrs.' successful supervisory responsibility, NLM subject and classification experience. Salary: $22,000 to maximum hiring level of $26,977 for exceptional ability. Area enjoys mild winters, water sports, historical and cultural advantages. Send application, resume, and references to: Anne Cramer, Assistant Dean, **Library and Learning Resources, Eastern Virginia Medical School, POB 1980, Norfolk, VA 23501.** EEO, AA employer.

MUSIC LIBRARY

Music cataloger. Responsible for original cataloging of music, plus other works in the humanities and in the social sciences and in Western European languages, using OCLC and NOTIS; evaluating and editing OCLC-contributed cataloging. *REQUIREMENTS:* ALA-accredited MLS; subject master's degree, preferably in music, required for the rank of Assistant Professor and for tenure; experience with the cataloging of music scores, AACR2, relevant MARC formats, LC classification, and OCLC in an academic or special library. Salary and rank dependent upon education and experience. Range for appointment: Instructor, $25,108–$28,059; Assistant Professor, $27,374–$31,431. **Submit resume including 3 references by Sept. 13** to: J. R. Moore, Chief Librarian, **Mina Rees Library, Graduate School and University Center, City University of New York, Box 100, Graduate Center, 33 W. 42nd St., New York, NY 10036-8099.** AA, EOE.

NETWORK

Associate director for automated services. A bright, energetic, experienced, and knowledgeable individual to research, develop, and implement new automated systems and manage current automated projects including CIRC Cess, the 39-member multitype library network serving the Hartford, Conn., area. *DUTIES INCLUDE:* budget preparation, contract negotiation, making verbal and written reports, grant writing, serving as liaison to vendors and network users, and participation in statewide networking development. *QUALIFICATIONS ARE:* A master's in library science degree, 5 yrs.' progressively responsible professional experience, administrative work including supervision, planning, evaluation, and budgeting along with extensive experience in library automation. A history of professional activities, knowledge of the Geac library information system, and a sense of humor are definite pluses. Applicants must also have excellent communication and organizational skills, proven ability to work with diverse groups of people, willingness to learn and work under pressure as well as familiarity with current technological trends and developments. The salary range is $38,250–$51,750. **A complete resume with 3 references and a letter of application must be sent no later than Sept. 15** to: Ruth Graham, Administrative Assistant, **Capitol Region Library Council, 599 Matianuck Ave., Windsor, CT 06095.** EOE.

Library network coordinator. Due to the rate of growth in membership size and in the range of programs offered, the CAPCON Library Network is expanding its staff and has an opening for a library network coordinator. CAPCON is an OCLC affiliate network and provides several other technology-related services to more than 100 full-member libraries in the District of Columbia, Maryland, and Virginia. *RESPONSIBILITIES OF THIS POSITION* will focus on providing training, new-member implementation, and ongoing assistance in support of the use of the OCLC system in CAPCON member libraries. Some travel is required, principally to OCLC, approximately 3–5 times per year. *REQUIREMENTS FOR THIS POSITION* include an ALA-accredited MLS; at least 2 yrs.' recent experience with the OCLC system; working familiarity with microcomputers; strong organizational skills; an aptitude for conducting training and demonstrations; and excellent interpersonal communication skills. Special library experience will be considered a plus, but is not a requirement. The starting salary range for this position is $26,200–$28,700 depending on experience and qualifications. The effective starting date is Oct. 1. **To apply, please submit a cover letter describing your experience and qualifications, a resume, and the names and telephone numbers of at least 3 references by Aug. 22** to: Elizabeth Willson, Manager of Member Services, **CAPCON, 1717 Massachusetts Ave. N.W., Suite 101, Washington, DC 20036.** CAPCON is an EOE, AA employer.

PUBLIC LIBRARY

Administrator, East Central (Ia.) Regional Library. Directs agency currently providing support services to 64 public libraries, as well as other types of libraries, in a 10-county area. State-funded with locally elected Board of Trustees. Services include interlibrary loan, reference support, consultant, and continuing education. Applicants must have 4 yrs.' experience either as a public library director or as a system administrator or consultant, MLS/ALA, and strong interest in cooperative library activities. Salary range: $30,600–$34,125 plus benefits. **Send resume and names, phone numbers of 3 references by Sept. 15** to: **East Central Regional Library, 625 Guaranty Bldg., Cedar Rapids, IA 52401.**

Assistant coordinator, adult public services (full-time position). Acts as the assistant to the coordinator of adult public services. Supervises the adult public services staff as assigned. Performs database searches and collection development responsibilities. Performs reference and readers' advisory services for patrons of all ages at the public service desks. Develops basic library programs and services for adults. Works with library administration on special projects. Oversees the conduct of patrons and maintains order as necessary in keeping with the facility operation. Supervises nonprofessional personnel as assigned. Performs other duties as required such as staff schedules, budgetary responsibilities, special library projects. ALA-accredited MLS degree and a minimum of 2 yrs.' professional experience required. Desirable candidates will have a positive, proactive public service attitude, and experience in supervision, database searching, business reference, and public speaking. Starting salary is $27,020; salary range is $27,020–$36,477 and includes a comprehensive benefit package. **Send resume by Fri., Aug. 19,** to: **City of Southfield Personnel Office, 26000 Evergreen Rd., POB 2055, Southfield, MI 48037.**

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. Responsibilities include personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Salary negotiable from $23,244. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Director
Great River Regional Library System

The GRRL Board of Trustees is seeking an experienced individual to direct the operations of its expanding public library system. GRRL is located in St. Cloud, Minn., the fastest-growing area in Minnesota. 6-co. consolidated system with 25 branches. Staff of 76 FTE includes 16 professional positions.

PRINCIPAL RESPONSIBILITIES: 1) Direct and administer library operations; 2) serve as primary spokesperson for the library system; 3) serve as an advocate of GRRL needs to governmental units; 4) manage the system's fiscal resources; 5) monitor legislative issues and work with legislators; and 6) facilitate multitype library cooperation. Immediate need of GRRL is automation of library functions.

MINIMAL QUALIFICATIONS: ALA-MLS, 5 yrs.' public library experience, at least 2 yrs. in administrative-managerial position. Ability to acquire Minnesota driver's license.

Salary range is $35,988–$45,936; excellent benefits. Position open. **Application deadline: Sept. 24.** Include letter of application, resume, list of 3 references, and transcript. Apply to: **M. Constance Crane, President, Board of Trustees, Great River Regional Library, 405 St. Germain, St. Cloud, MN 56301.**

Assistant director, 9-branch county library system near Princeton, N.J. 55 full-time employees. Under the general supervision of the library director, assumes responsibility for acquisitions, technical services operation, budget preparation, staff supervision, supervisory responsibility for projected automation, and other special projects as necessary. *QUALIFICATIONS:* MLS from accredited library school. 6 yrs.' increasingly responsible professional experience. Strong public service orientation with ability to communicate effectively both verbally and in writing. Comprehensive benefits—$35,000 annual salary. Mercer County residency is required. A civil service examination is required. **Applicants should submit a letter of application, resume, and the names, addresses, and phone numbers of 3 references by Sept. 1.** Apply to: Martin P. Winar, Library Director, **Mercer County Library, 2751 Brunswick Pike, Lawrenceville, NJ 08648; 609-989-6918.** EEO, M/F.

Assistant librarian for Carlsbad Public Library, Carlsbad, N.M. MLS or 4 yrs.' library experience including cataloging. Salary around $17,000. Send resume to: **Don Patterson, City Administrator, 101 N. Halagueno, Carlsbad, NM 88220.**

AV librarian. ALA-MLS, AV experience required, knowledge of music desirable. Supervises staff of 2 full-time, 5 part-time employees; helps to develop AV policies and procedures; selects AV materials; provides AV reference assistance; prepares monthly and annual reports; revises and updates printed lists and catalogs. Generous AV budget allows ample collection growth and diversification. Beginning salary: $19,647. Send resume and references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Branch librarian (adult specialist), Ann Arbor (Mich.) Public Library, Northeast Branch. .8 FTE: 32 hrs. per wk. Ann Arbor Public Library is a school district public library funded by a separately voted tax, serving 130,000, with an annual systemwide circulation of 1 million. Northeast Branch (3,900 sq. ft.) has an annual circulation of over 140,000 and is located in a shopping center. *DUTIES INCLUDE:* reference and readers' advisory service to both adults and children; responsibility for all adult materials ordering (including books, compact disks, periodicals, records, cassettes, reference materials, pamphlets); planning and overseeing of programming for adults at the branch. *MINIMUM QUALIFICATIONS:* Master's degree in library science from an ALA-accredited school and at least 2 yrs.' relevant library experience, including materials selection. *DESIRED QUALIFICATIONS:* Previous public library experience and graduate-level public library coursework; demonstrated ability to work with public and to work effectively under stressful conditions; experience with an automated circulation system; and broad knowledge of adult materials and capability in adult services. The branch librarian is eligible for consideration for the branch head position (as is the youth services branch librarian). Appointment is made by the director. Branch head librarians receive a 5% department-head index pay on the teachers' salary scale for public librarians. Position is currently available. *ENTRY SALARY:* MA, Step 2, $25,780 (prorated at .8 FTE) plus 10% index, of a 10-step teachers' salary schedule (Step 10, $42,175, one FTE, plus 10% index). Excellent benefits paid at 80% by the employer. **Deadline for applications: Aug. 23, 4:30 pm.** Include a letter of application and professional resume to: Dolores Dawson, Assistant Superintendent for Human Resource Services, **Ann Arbor Public Schools, 2555 S. State St., Ann Arbor, MI 48104.** (Please do not inquire at or apply to the public library.) An equal-opportunity, affirmative-action employer.

Branch librarian for new, full-service library scheduled to open in January 1989. Supervises professional and paraprofessional staff; provides information and readers' advisory service; works with materials manager to develop branch collection; participates in systemwide activities. *QUALIFICATIONS:* ALA-accredited MLS, plus 3 yrs.' professional experience, including at least one yr.'s supervisory experience. Starting salary: $29,200. At *AL* press time, increase in base salary was anticipated effective July 1. Position available: Nov. 1. **Closing date: Sept. 1,** or until position is filled. The Carroll County Public Library is a growing, service-oriented county system with a central library, 4 branches, 3 bookmobiles, and a building program. FY 1988 circulation will top 1.4 million. To apply, send resume to: Gail L. Griffith, Assistant Director, **Carroll County Public Library, 50 E. Main St., Westminster, MD 21157-5097.**

Children's librarian (entry position), Monmouth County Library. Rapid advancement up career ladder within children's department. Flexible hours, independence, stimulating environment. Library located one hour from New York City in pleasant suburb on the New Jersey shore. MLS required. $20,350 per year beginning salary. Write to or call: Constance Lyons, Coordinator of Children's Services, **Monmouth County Library, 125 Symmes Dr., Manalapan, NJ 07726; 201-431-7227.**

Children's librarian. Looking for an individual with an outgoing personality who enjoys working with children. Skills in planning, collection development, public relations, interpersonal communications, and programming are essential. The successful candidate will join the library team in designing a new facility. Lewiston (Maine's second largest city) is situated in the south-central part of the state, one hour from the coast, 3 hrs. from Boston, & is surrounded by outdoor recreational opportunities. Salary range: $21,226–$30,264. Minimum qualifications: MLS. Experience with children preferred. **Send cover letter, resume, and the names, addresses, and telephone numbers of 3 references by Aug. 26** to: **Personnel Services, City of Lewiston, City Building, Lewiston, ME 04240.** EEO, AA employer.

Children's librarian. Public library in small southwestern Indiana community serving 20,000 seeks a dynamic person to manage an active, progressive children's department in a new, 22,000-sq.-ft. facility. Responsible for programming, collection development, reference, and public relations. ALA-MLS, experience preferred. Salary: $16,898–$21,299 plus excellent fringe benefits. Position open until filled. Send resume, letter of application, and 3 professional references to: Evelyn C. Walker, **Alexandrian Public Library, 115 W. 5th St., Mount Vernon, IN 47620.**

Children's librarian. Second chance on great position with progressive system, located in Piedmont area of South Carolina. Convenient to major urban centers, mountains, and coast. System, serving 220,000, includes 7 branches and 2 mobile units. $17 million referendum for buildings on ballot in August. Need energetic and creative person to help expand children's services with head of department and support staff. Librarian I, $21,580 and up, depending on experience. Good fringes. Send resume to: County Librarian, **Spartanburg County Public Library, POB 2409, Spartanburg, SC 29304.**

Children's librarian, children's services department. This person is directly responsible to the head, children's services. Will assist the department head in the planning, implementation, and coordination of the operation of the children's services department with special responsibility for children's programming activities. Will participate in collection development, in provision of reference/readers' advisory service at a public service desk, in bibliographic instruction, and special projects. Position requires some evening and weekend hours. Minimum salary $22,335. MLS degree required; however, will consider comparable education and/or experience. Resumes accepted until position is filled. Send resume to: Gwenyth Arnold, Head, Children's Services, **Mount Prospect Public Library, 10 S. Emerson St., Mount Prospect, IL 60056.**

Circulation librarian/supervisor. Portsmouth Public Library is seeking an energetic, outgoing professional librarian to administer an active circulation department. Successful candidate will supervise daily circulation activities, manage the implementation of an LS/2000 automated circulation system, and will have some collection development and reference responsibilities. Position requires an ALA-accredited MLS, familiarity with library automation, library circulation procedures, and reference tools. Salary range: $19,522–$23,727, plus excellent benefits. Portsmouth is a scenic N.H. seacoast city of 29,000. Position open until filled. Send resume, letter of application, and 3 professional references to: **William Scott, City Personnel Director, One Junkins Ave., Portsmouth, NH 03801.** An equal-opportunity employer.

Director for a 5-county, cooperative, multitype library system in central Illinois serving 113 libraries including academic, school, public, special, and institutional branch libraries. State and federal funding with $1.4 million budget; 40 staff. Responsible for the planning, administration, and evaluation of programs, such as interlibrary cooperation, reference, collection development, consultation services including grant writing, staff development, and interlibrary loan. *QUALIFICATIONS:* ALA-accredited MLS; 10 yrs.' professional library experience; demonstrated management skill, including at least 5 yrs.' administrative experience. Demonstrated abilities in planning, fiscal management and budget, library networking, library automation, public relations, evaluation of personnel, communication skills, and knowledge of resource sharing. Salary negotiable from $40,000. **Send letter of application and resume postmarked by Sept. 1** to: Don Wills, President, **Corn Belt Library System, 1809 W. Hovey Ave., Normal, IL 61761.** EOE.

General reference/information services consultant. The general reference/information services consultant manages the delivery of reference information and interlibrary loans of all types of print/microforms to over 100 member libraries. This person is responsible for collection development in support of the interlibrary loan mandate. Participates in statewide activities and uses national sources via electronic retrieval. Provides consulting services to member librarians for reference services and collection development. Trains, evaluates, and supervises 8 staff members. Participates in continuing education activities. Dynamic opportunity for self-starter with good interpersonal skills. Proven speaking and writing ability. MLS from ALA-accredited school, 5 yrs.' recent experience as a reference head in large public library. Must have valid driver's license and like to travel. Needs to relocate to Rockford area. Excellent benefits. Salary $25,730–$37,235 depending on qualifications. Send resume and 3 work references to: Sharon Loe, Assistant Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Head, extension division, Rochester (Minn.) Public Library. Responsible for services to special groups in growing city/county with highly educated citizenry and large Southeast Asian population. Supervises and develops collection for bookmobile circulating over 120,000 volumes annually. Coordinates active volunteer program, works with Friends board. Member of library management team. *QUALIFICATIONS:* ALA-MLS; 5 yrs.' library experience, 3 in public libraries; experience in supervision of volunteers and in working with community agencies. Experience with bookmobile service preferred. Knowledge of computer applications to libraries. Experience in personnel management and supervision of children's services, public service or community outreach, and in working with special groups. Strong interpersonal skills and written/oral communication abilities. *SALARY AND BENEFITS:* Starting salary $27,800–$29,000 depending upon qualifications. 3 weeks' vacation; employer-paid life, medical, and dental insurance; other usual benefits. ***TO APPLY:* Submit letter of application, resume, and names/phone numbers of 3 references by Aug. 15** to: **Personnel Department, Room 107, City Hall, 224 First Ave. S.W., Rochester, MN 55902.** EO, AA.

Head of adult services. Keene Public Library is seeking an experienced professional librarian to serve in a key staff position. This position coordinates all adult service activities and supervises the circulation desk while providing information service to the public. Strong interpersonal skills and a well-developed public service attitude are required. ALA-accredited MLS and public library experience are prerequisites for this position. Salary $22,865–$29,346. **Please send letter of application, resume, and list of references by Aug. 15** to: **Keene Public Library, 60 Winter St., Keene, NH 03431; ATTN: Jane Perlungher, Director.**

Librarian I, children's services. Salary: $25,580–$34,547. The City of Tempe, Ariz., is looking for an energetic, service-oriented individual to serve in its busy children's services section. This **entry-level** professional position is responsible for children's programming, reference, readers' advisory service, and collection development. Requires an ALA-accredited master's degree with coursework in children's literature. The library will be moving into a new 120,000-square-foot facility during 1989. Tempe, home of Arizona State University, is a progressive community located in the Phoenix metropolitan area. Position is open until the needs of the city are met. For official application, contact: **City of Tempe, Human Resources Division, 140 E. 5th St., Tempe, AZ 85281; 602-731-8276.** EOE.

Deputy Director
Brooklyn Public Library

Applications are invited for the position of deputy director of one of the nation's leading public library systems. Position is vacant immediately. System encompasses 58 branches, a central library, and a business library, serving 2 million+ residents with an operating budget in excess of $32 million and a capital budget of $8 million.

System has 1,000 employees, a circulation of over 8 million per year, and a collection exceeding 4 million items. The deputy director reports to the director and is responsible for all public service operations, technical service operations, and automated circulation services. In addition, will work closely with other support departments. The deputy director participates fully in all planning and policy decisions as well as implementation and evaluation of all system operations. Position has major input into hiring, firing, promotions, and staff utilization.

QUALIFICATIONS INCLUDE: MLS from an ALA-accredited school plus 15 yrs.' full-time experience in a professional capacity in a library position, 8 of which must have been in a high-level administrative capacity with a public library. Minimum salary $60,000, negotiable based on previous experience. Excellent fringe benefit package. **Application deadline extended to Aug. 31.** Applications should be directed to: **J. R. Canham, Director of Personnel, Brooklyn Public Library, Grand Army Plaza, Brooklyn, NY 11238.**

Librarian I. City of Aurora Public Library seeks one person full-time for **entry-level** position in the adult services department. *DUTIES INCLUDE:* general reference, readers' advisory, materials selection. Accredited MLS required. Starting salary $17,971; 4 wks.' vacation and other benefits. City residency required after one year. Civil service test fee $3. **Essay test and interview the week of Sept. 12. Application deadline: Fri., Sept. 2.** Send resume, transcript, and references to: Janet Plaza, **Aurora Public Library, 1 E. Benton St., Aurora, IL 60506.** Affirmative-action, equal-opportunity employer.

Librarian I. Multiple branch positions with primary emphasis on service to children. MLS required. Public library experience preferred. Literacy in Spanish and previous work with children a plus. Salary: $19,806–$23,101; increase under negotiation. Excellent benefits. Union shop. City residency required within 6 mos. of hire. Resume and references to: Paula Shemitz, Branch/Community Services Coordinator, **New Haven Public Library, 133 Elm St., New Haven, CT 06510.** EO, AA employer.

Librarian I, several positions open. Jefferson Parish, La., located adjacent to the City of New Orleans, has several vacancies available. Responsibilities: branch or bookmobile manager. *QUALIFICATION REQUIREMENTS:* ALA-accredited MLS degree. Starting salary: $18,444 annually (35-hour workweek). Candidates required to pay their own travel expenses if called for an interview. Applications accepted continuously. Send resume requesting official application forms to: **Jefferson Parish Personnel Department, Room 818, New Courthouse Bldg., Gretna, LA 70053; ATTN.: Carolyn Saladino.**

Librarian I, 2 positions available. 1) **Cataloger.** Specialization and interest in technical services with some experience in cataloging utilizing OCLC and DDC required. Theoretical knowledge of library automation desirable to assist in retroconversion project and planning of automated catalog and circulation system. 2) **Children's librarian.** Provides specialized services to children, including planning and presenting programs; participation in materials selection and evaluation. Coursework in children's literature and relevant experience in programming for children required. ALA-accredited MLS required. Salary range: $17,992–$22,963; excellent benefits. Send letter of application to: Pauline Demaree, Director, **Lorain Public Library System, 351 Sixth St., Lorain, OH 44052.** EO, AA employer.

Library director. Challenging position offered by the Hancock County Public Library District. Library serves a rural population of 7,742 with a collection size of 33,000. Countywide service is provided through the main library in Hawesville, a small branch in Lewisport, and bookmobile service. The annual budget is $93,000, with anticipated growth in the tax base. Hawesville is located in western Kentucky on the Ohio River and is approximately 90 miles from Louisville and 30 miles from Owensboro (pop. 54,450). Duties of the library director include supervision of staff (3.75 FTE), collection development, planning, policymaking, budgeting, and other duties associated with a small library system. An ALA-accredited MLS is required, and administrative experience, particularly in the area of personnel management, is preferred. Starting salary is $20,000. Benefits include 15 working days' vacation, ample sick leave, family plan health insurance, participation in State Retirement System. **Letters of application should be sent by Aug. 30** to: Dorothy Susan Taylor, President, **Hancock County Library Bd., Rte. 1, Lewisport, KY 42348.**

Library director for Carlsbad Public Library, Carlsbad, N.M. MLS from ALA-accredited school, supervisory experience. Salary $23,000–$26,000. Send resume to: **Don Patterson, City Administrator, 101 N. Halagueno, Carlsbad, NM 88220.**

Library director. Immediate opening for an adventuresome and creative individual in a rural, southern West Virginia county of 30,500. The Boone-Madison Public Library is a central library (part of the VTLS network in West Virginia) and 3 branch libraries. An ALA-accredited MLS is required. Some administrative and computer experience is needed. Salary: $20,000, negotiable. Send resume, official transcripts, and 3 letters of reference to: **Boone-Madison Public Library Board, 375 Main St., Madison, WV 25130.**

Library director, Rochester, N.H. Growing seacoast area city library with current population of approximately 25,000. Full- and part-time staff of 15. 1987–88 budget of $215,000. Requires ALA-accredited MLS with supervisory experience preferred. Salary range $22,000–$28,500 commensurate with experience, plus benefits. **Send resume and letter of application with 3 references by Oct. 1** to: Library Board of Trustees, **Rochester Public Library, Box 1270, Rochester, NH 03867.**

Library director. The City of Moline, Ill. (pop. 46,500) is seeking a skilled professional to direct its library system. The system consists of a main library and a branch library with a circulation of 406,000 and an annual budget of $1 million. Position requires MLS from ALA-accredited institution, at least 5 yrs.' experience in public library administration, and effective managerial and communication skills. Experience in planning, fundraising, and

library renovation preferable. Salary $35,000–$40,000. Send resume to: **City Administrator, 619-16th St., Moline, IL 61265.** An equal-opportunity employer.

Library director to manage a regional public library system serving 2 s.w. Virginia counties with annual budget of $420,000 and 16 FTE staff. Requirements: ALA-accredited MLS; 4 yrs.' professional experience, minimum 2 yrs. in supervisory capacity. Salary min. $23,000. Send resume and 3 references to: Search Committee, **Smyth-Bland Regional Library, 118 S. Sheffey St., Marion, VA 24354.**

Library generalist. *MINIMUM REQUIREMENTS:* MLS from an ALA-accredited institution. Small rural county (1,800 pop.) with a diverse population of artists, miners, & saloon keepers in the mountains of Nevada needs a public library. If you like clean air, a 200-mile view, powder skiing at Lake Tahoe, a slow pace of life, and can tolerate the vagaries of informal government, historic Virginia City may be for you. Job entails funding, technical services, reference, adult and children's services, hiring and training clerical staff and volunteers, and more. Major revenue sources: tourism and mining. Retirement and health benefits; paid holidays; annual leave; minimum salary $13,500, funded with LSCA matching grant. Send resume and letters of reference to: Christy Strange, **Storey County Library, POB 14, Virginia City, NV 89440.**

Public library director for rural, north Fla. countywide system, service pop. 42,000; ALA-MLS and 2 yrs.' experience required, microcomputer experience desirable. Sal. range: $17,400–$20,068. Position available immediately. **Application deadline: Aug. 30.** For application, contact: **Jackson County Personnel Dept., 117 S. Madison St., Marianna, FL 32446; 904-482-2501.** An AA, EEO employer.

Reference/adult services librarian. Creative, organized person with considerable knowledge of current reference materials, collection development, budgeting for materials, supervisory skills, knowledge of automation, online searching, and a commitment to responsive and innovative reference service. Some evening and weekend hours. *QUALIFICATIONS:* ALA-accredited MLS. Minimum salary: $17,334, usual fringe benefits. Send resume to: Louise Dorton, **Johnson City Public Library, 103 S. Roan St., Johnson City, TN 37601.** An equal-opportunity employer.

Reference librarian, Southeast Branch, Moline (Ill.) Public Library. Library seeks reference librarian for 18,000-square-foot branch library in city of 46,500. *DUTIES INCLUDE:* reference and readers' advisory work; selection of reference, young adult, and audio recording collections; assistance to patrons using microcomputer; supervision of 2 pages; and input into CLSI local database. *REQUIREMENTS INCLUDE:* ALA-MLS, good communication skills, and ability to work well with both public and staff. Salary range: $16,000–$23,000. Excellent fringe benefits. **Apply by Aug. 15.** Send resume with 3 references to: Rose M. Chenoweth, Branch Manager, **Moline Public Library, Southeast Branch, 3130 41st St., Moline, IL 61265.** EOE.

Reference Librarian I. Provides general reference service and bibliographic instruction. Good communication skills and ability to meet the public is required. Coursework in online searching desirable. Must work some evenings and weekends. ALA-accredited MLS required. Beginning salary is $16,118 plus 8.5% PERS pickup. Send letter of application and 3 references to: Jackie Smith, Adult Services Librarian, **Muskingum County District Library, 220 N. Fifth St., Zanesville, OH 43701.** Muskingum County District Library is an equal-opportunity employer.

Supervisory librarian head, reference section, GS-1410–13, $39,501–$51,354, National Library Service for the Blind and Physically Handicapped (NLS), Library of Congress. Administers and supervises the development, organization, and maintenance of NLS collection of reference books, periodicals, documents, newspapers, reports, and subject files. Requires MLS plus one yr.'s specialized experience establishing and providing reference services in public, special, or academic environment. Submit Standard Form 171, Application for Federal Employment, to: **Library of Congress, Employment Office, 101 Independence Ave. S.E., Washington, DC 20540; ATTN.: Vacancy Announcement 80275.** Call **202-287-5620** for copy of announcement and/or application form. For further information, contact Susan Kames. Equal-opportunity employer.

System director. Immediate opening for a resourceful, innovative, enthusiastic, and outgoing individual to fill the position of executive director of Cumberland Trail Library System, based in Flora, Ill. (pop. 5,380). The 5,625-sq.-mile multitype library system serves 12 counties in southeastern Illinois having an agriculturally based economy diversified by oil production and small industry. Members include public, school, special, and academic libraries of varying sizes. Responsible for administration of all activities including needs assessment, planning, budgeting, personnel, grants administration, automation, interlibrary loan, and support services for members. *QUALIFICATIONS INCLUDE:* ALA-accredited MLS, previous administrative experience, excellent oral and written communication skills, and commitment to cooperative library service development. Continued professional development at CTLS expense will be encouraged. Relocation to Flora required. Salary range: $40,000–$52,000 depending upon qualifications. Excellent fringe benefits. Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: **Mark Weber, POB 696, Robinson, IL 62454.**

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2 positions open. St. Louis Public Library, one of the nation's major urban libraries, has 2 positions open. 1) **Head, fine arts department,** Librarian IV. The fine arts department has book collections on art, art history, architecture, and music, numbering 65,000 volumes. In addition, the department houses ephemera, including collections, clippings, postcards, pamphlets, and photographs on art, artists, and architecture, numbering 150,000 items. It also houses a small but significant collection on St. Louis architects, architecture, and public art, and the Steedman Collection, several hundred rare books on architecture. The department head is responsible for the management of the department and delivery of reference, information, and readers' guidance services to the broad range of public library patrons; also for development and promotion of the collections to the community. The head supervises one professional librarian and one paraprofessional. The position reports to the deputy director. *POSITION REQUIREMENTS:* An ALA-accredited master's degree in library science; an undergraduate degree in an arts field, preferably a master's; a minimum of 5 yrs.' experience providing public service in a public, academic, or museum library. Starting salary is negotiable within the $26,172–$35,689 range, depending on credentials and experience. **Dead-**

RESEARCH LIBRARY

MANAGER, TECHNICAL INFORMATION DIVISION

Brookhaven National Laboratory, a national center for basic and applied nuclear and energy-related research, is seeking candidates for the position of Manager, Technical Information Division. This position is responsible for managing a staff of 25 professional and support personnel involved in central research library operations, technical editing, and publications management. The emphasis is on library management and development.

This is an excellent opportunity for applicants with an MLS degree (undergraduate degree in scientific discipline is desirable) and five or more years of significant experience managing a special library, information center or academic department library or equivalent. Recent experience in managing a major library automation project and/or other evidence of a high degree of computer literacy is highly desirable. Training or experience in editing and publications management is preferred.

The Laboratory, located on a campus-like, 5,000-acre site in suburban Suffolk County, Long Island, employs over 3,200 scientific, technical, administrative and support staff. Our comprehensive benefits package includes medical, dental and retirement plans, 24 days' annual vacation and relocation allowances. The salary range for this position starts in the high 40's and is commensurate with experience. Interested individuals should forward their resume, which should include a statement reflecting their overall concept of library and information services, to: Ms. Marsha R. Kipperman, Brookhaven National Laboratory, Associated Universities, Inc., Personnel Division, Building 185, Upton, NY 11973. Equal Opporutnity Employer m/f.

BROOKHAVEN
NATIONAL LABORATORY
ASSOCIATED UNIVERSITIES INC.

line for applications is Aug. 31. The position is open and will be filled as soon as possible after that date. A 5-page-maximum writing sample is required. 2) **Government information specialist,** Librarian III. This individual will be responsible for the daily operations of the government information section of the access and information services department. This unit includes a federal depository collection (Title 44), a Missouri depository collection, the St. Louis Document Collection, as well as the St. Louis Information Center and the Procurement Assistance Center. The individual will be 2nd in charge of the information services division and will assist the department head in all aspects of the operations of the access and information services management team in establishing departmental priorities, identifying areas for innovation, and developing methods for the implementation of change. *POSITION REQUIREMENTS:* An ALA-accredited master's degree in library science; a minimum of 2 yrs.' experience providing public service in a public library. Salary is negotiable between the $22,770 and $31,050 range, depending on credentials and experience. **The deadline for applications is Aug. 31.** The position is open and will be filled as soon as possible after that date. *FOR BOTH POSITIONS:* Benefits include 3 weeks' paid vacation, and medical, dental, and life insurance. St. Louis City is a large urban area having a multiethnic population of 425,000. St. Louis City residency required within 90 days of accepting appointment. Send cover letter, resume, names of 3 references (including telephone numbers), and a 5-page-maximum writing sample (for art department head position only) to: Acting Director of Human Resources, **St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.** St. Louis Public Library is an affirmative-action, equal-employment-opportunity employer.

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2 positions open. St. Lucie County Library System is seeking applicants for the following positions. 1) **Youth services librarian.** ALA-MLS, 2 yrs.' experience in young adult and children's services. Candidate must possess a knowledge of young adult and children's literature, experience in book selection, management abilities, and communication skills. 2) **Branch librarian.** ALA-MLS, 2 yrs.' experience in public library work preferred. Candidate must be able to demonstrate administrative, supervisory, planning, evaluating, and decision-making skills. Minimum starting salary is $17,160 plus approximately $2,400 in benefits. Send resume and 3 references to: Susan Broom, Library Director, **St. Lucie County Library System, 124 N. Indian River Dr., Fort Pierce, FL 34950; 407-461-5708.**

SPECIAL LIBRARY

Archivist. The Hoover Institution at Stanford University, a specialized library and archival repository and research center on 20th-century social, economic, and political change, announces an opening for the position of archivist. Responsible for the administration of the Hoover Institution Archives and its archival programs, including acquisitions, arrangement, and description of materials; reference and access; public programs and publications; and security and preservation. *QUALIFICATIONS INCLUDE:* substantial administrative experience directing a major archival or manuscript repository or other historical organization; MLS and graduate degree in modern U.S., European, or Russian history, or their equivalent in training and experience; demonstrated effective management skills; thorough knowledge of archival theory and practices; familiarity with archival automation; and established professional record. Salary negotiable; $39,400–$57,600. Complete vacancy listing available upon request. **Application deadline: Aug. 31.** Send letter of application, resume, and names of 3 references to: Charles G. Palm, Associate Director, **Hoover Institution, Stanford, CA 94305.** Stanford University is an equal-opportunity employer through affirmative action.

Assistant librarians (2 positions). The Chicago Historical Society Library invites applications for the following: 1) **Public-services-oriented librarian** responsible for reference correspondence, supervision of library pages, some reference desk work, and some work with gifts and cataloging. Position requires public service orientation and effective oral and written communication skills. Supervisory experience in a public services

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RESEARCH LIBRARY

Document Delivery Specialist

Our Library Network is seeking a self-motivated, creative individual for its recently established centralized document delivery group.

Applicants must be familiar with document copying and procurement functions, online request verification and state-of-the-art storage/retrieval methods. Excellent interpersonal and organizational skills will be needed to deal effectively with vendors and systems designers and develop our technical and business collections. Additionally, the chosen candidate will train and create documentations for our systems users.

Experience in information services provision for a vendor or information center is necessary as is at least 1-2 years' background in document delivery, serials management and government documents procurement. An MLS degree or commensurate experience is required.

We offer excellent benefits and a starting salary range of low-mid $30's. Please send your resume to: C.D. Bork, AT&T Bell Laboratories, 101 J.F. Kennedy Parkway, Room 1C-111 (LL-4), Short Hills, NJ 07078.

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RESEARCH LIBRARY



Sandia National Laboratories

TECHNICAL INFORMATION SPECIALIST

Technical Information Specialist wanted to provide state-of-the-art information services to scientists and engineers. Responsibilities include online literature searches, SDI and collection development. Requirements: Accredited Masters in library science, and Bachelor's degree in physical science or engineering. Online search experience, foreign language skills and subject background that complements the current staff is preferred. Ability to communicate verbally and in writing with the technical staff is essential.

As one of the nation's largest research and engineering facilities, Sandia is an innovative force in the fields of national security R & D and energy. Sandia's benefit package includes paid health care, life insurance, retirement and 24 days vacation. Salary commensurate with experience; high 20's to mid 30's.

If you are interested, please send your resume to: **Marty L. Noland, Staff Recruiting and Employment Division 3531-27, Sandia National Laboratories, Albuquerque, NM 87185.**

EQUAL OPPORTUNITY
EMPLOYER M/F/V/H
U.S. CITIZENSHIP REQUIRED

setting helpful. 2) **Technical-services-oriented librarian** responsible for original cataloging and classifying of published materials in a variety of formats, modifying of LC and original cataloging, and reference desk work. Position requires knowledge of AACR2 and LC cataloging practice, familiarity with OCLC, ability to communicate and work effectively with staff, willingness to participate in public service functions, and knowledge of or interest in preservation. OCLC scheduled to arrive in fall 1988. Opportunities for flexibility in future assignments for both positions. *QUALIFICATIONS FOR BOTH JOBS:* ALA-accredited MLS required. BA or MA in American history desirable. Knowledge of Chicago history and of historical research techniques and methods preferred. Benefits: Starting salary range $17,000–$20,000, 13 days' paid vacation, 9 holidays, health, life, and dental insurance, flexible compensation program, retirement plan, supplemental retirement annuities (403B). **Deadline for application: Aug. 16.** Send letter of application, current resume, and the names of 3 references to: Margery Melgaard, **Chicago Historical Society, Clark St. at North Ave., Chicago, IL 60614.** EEO, M/F/H/V.

Chief—archives and library. The Ohio Historical Society is seeking an experienced professional manager to guide its archives-library division. A private, not-for-profit organization with a close working relationship with the State of Ohio, the society serves as the state archives and coordinates a regional network of local government records centers. The library is an excellent research facility with strong manuscript, cartographic, audiovisual, rare book, and newspaper collections illuminating Ohio, the area of the Old Northwest, and American history generally. Interviewees must possess strong academic credentials (a PhD in a field reflected in the collections is preferred) and demonstrable experience in archival and library positions, together with managerial skills and interests. **Inquiries should be received by Sept. 15.** To obtain a position description and salary guidelines (salary negotiable, in the $40s), interested persons are encouraged to write the: **Personnel Office, Ohio Historical Society, 1985 Velma Ave., Columbus, OH 43211.** Equal-opportunity employer.

Director, Archives of American Art. The Smithsonian Institution invites applications for the position of director, Archives of American Art, New York, N.Y. This position is in the federal civil service with a salary range of $64,397–$72,500 per annum. The Archives of American Art is a national research center with regional offices located throughout the country. The archives, which hold more than 9 million documents, 400,000 photographs, 75,000 works on paper, and approximately 3,000 tape-recorded oral history interviews, is the nation's largest repository of documentary and source materials relating to the history of visual arts in the United States. Candidates must have proven administrative and leadership ability; demonstrated knowledge of archival methods, procedures, and techniques; and familiarity with the needs, methods, and techniques of scholarly research in art and/or art history. **Deadline for applications: Sept. 16.** Interested applicants should submit a Standard Form 171, Application for Federal Employment, and curriculum vitae and bibliography to: **Office of Personnel Administration, Smithsonian Institution, Washington, DC 20560; ATTN.: EX-05-88-F (LM).** Inquiries may be directed to Maureen Robinson, Special Assistant for Recruitment, Office of the Assistant Secretary for Museums, at **202-786-2389.** AA, EOE.

Field services librarian. Continue an outreach program for the handicapped in southern California. Some field work, but mostly phone liaison. MLS or recent public library experience, good communication skills, valid driver's license, and good driving record a must. AV experience useful. Salary: $22,900–$28,625 annually depending on qualifications. Excellent benefits. Resume with salary history to: **Braille Institute, 741 N. Vermont Ave., Los Angeles, CA 90029.**

ILL/circulation librarian. Responsible for coordinating daily operational activities of automated circulation system to be implemented in 14 branch libraries and supervising centralized ILL activities. Grade/salary: GS-9 $22,907 to GS-11 $27,716. Position open until filled. For application information, contact: **Smithsonian Institution Employment Office, Washington, DC 20560; 202-357-2465.** Specify #88-439F. EOE.

Library Director

The Smithsonian Institution is seeking candidates for the position of director of Smithsonian Libraries, Washington, D.C. This position is in the federal civil service with salary of $64,397–$72,500 per annum. Smithsonian Libraries constitute a major research library complex, supporting the research, curatorial, exhibition, publication, and public service programs of the institution. Its collection of approximately 1 million volumes, including 20,000 serial subscriptions, is available to Smithsonian and other scholars through a system of 36 library locations in the Washington metropolitan area and at Smithsonian facilities outside of Washington, D.C. Candidates should have a high degree of professional competence in library/information science; substantial experience in the administration of a research library serving a large, complex organization; and demonstrated administrative and managerial ability. **Closing date for applications Aug. 31.** Send Standard Form 171 (Application for Federal Employment) and curriculum vitae to: **Office of Personnel Administration, Smithsonian Institution, Washington, DC 20560; ATTN.: EX-04-88 (AL).** For further information, phone Vincent Roots at **202-357-3317.**

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STATE AGENCY

Deputy director, Nebraska Library Commission. *RESPONSIBILITIES:* Assist the agency director in the overall planning and management of agency programs and services, with specific responsibilities for planning, budgeting, program evaluation, and personnel and contract management. The commission is the state library agency responsible for statewide promotion, development, and coordination of library services. The commission has an annual budget of $3 million and a staff of 47. *REQUIREMENTS:* MLS from an accredited library school; minimum of 5 yrs.' professional and 3 yrs.' management experience. Experience with library automation is highly desirable. Salary range: $30,000–$35,000. Excellent benefits. **Send application letter and resume with 3 professional references by Aug. 31** to: Doreen Kuhlmann, Administrative Assistant, **Nebraska Library Commission, 1420 P St., Lincoln, NE 68508.** An equal-opportunity, affirmative-action employer.

Director, Library for the Blind and Physically Handicapped, Montana State Library. Supervises automated talking book program and staff of 4; coordinates service with the Library of Congress; supervises volunteer program; responsible for program budget, equipment, and collection; oversees state's institutional library service. *QUALIFICATIONS:* MLS with 2 yrs.' experience, one at supervisory level. Requires knowledge of program management and ability to work with others, especially the disabled. Salary $19,760–$27,437, negotiable. *APPLICATION MATERIALS REQUIRED:* State of Montana application form, application supplement for the position, and college transcript. **Application deadline: Sept. 6.** Information and application materials obtained by contacting: Mary Jane West, **Montana State Library, 1515 E. Sixth Ave., Helena, MT 59620; 406-444-3115.**

VENDOR/UTILITY

Associate director of the Pacific Network. OCLC (Online Computer Library Center), the world's-largest provider of computer-based library services, has an opening for the associate director of the Pacific Network in its Claremont, Calif., office. This position is responsible for the overall management of the network office to include budget, personnel, planning, program development, policy and procedure implementation, and goal-related results. *REQUIREMENTS INCLUDE:* MLS degree or equivalent; working knowledge of library networking and automation; 5–7 yrs.' demonstrated management experience; and excellent verbal and written communication skills. *Prefer:* MBA and marketing and training experience. Hiring range $42,000–$56,000 and comprehensive benefits package. Submit resume in confidence to: **OCLC Pacific Network, 250 W. First St., Suite 330, Claremont, CA 91711-4731.**

Regional liaison officers. OCLC (Online Computer Library Center), the world's-largest provider of automated library services and products, has 2 immediate openings for regional liaison officers. The selected individual will be responsible for sales-related activities for all OCLC products and services at conferences, regional meetings, and libraries. This position will act as initial and continuing contact to existing and potential users, be responsible for making presentations to individuals and groups, and gather information about user needs. *REQUIREMENTS INCLUDE:* MLS from ALA-accredited library school; 5 yrs.' experience with automated library systems; 50% travel; broad-based knowledge of OCLC products and services; proven written and verbal communication skills; experience in a sales-related environment preferred. Starting salary $29,200 with excellent benefits package. Send resume in confidence to: **Human Resources Department, OCLC, 6565 Frantz Rd., Dublin, OH 43017.** Refer to Requisition #35-074-88 on cover letter. An equal-opportunity employer, M/F.

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1987-88 ALA Council voting record

(At the 1982 ALA Annual Conference, the Council adopted a motion calling for its votes to be recorded in American Libraries "in the most economical fashion.")

1987 ANNUAL CONFERENCE VOTE TALLY. Following is a description of the actions taken by the ALA Council at the 1987 Annual Conference in San Francisco and the 1988 Midwinter Meeting in San Antonio, excluding closing debate and such housekeeping motions.

Those actions approved by acclamation do not appear in the Tally; numbers correspond to those listed in the Tally.

Document Number	
45 Policy Monitoring Committee Report	VOTED, To adopt Action Items 1 and 2 of the Policy Monitoring Committee Report. Action Item 1 recommends that CD#18 [Nominations to the Post of Archivist of the United States, 1986-87] be incorporated into policy 50.9, with a change in the title of the policy to: "Nominations to the Posts of Librarian of Congress and of Archivist of the U.S." and changing the last three lines of the text to read: ". . .for the positions of Librarian of Congress and of Archivist of the U.S. whenever new appointments to those posts are under consideration." Action Item 2 of the report recommends that the title of policy section 7.4 be changed from "Rules and Regulations: Conferences and Meetings" to "Regulations and Guidelines: Conferences and Meetings," and that a new section 7.4.9, incorporating CD#14 [Scheduling Events Soliciting Library Participation, 1986-87], be added. The title of the new section 7.4.9 will be "Conference Planning Calendar," and the current section 7.4.9, "Conference Program Planning," will be renumbered as 7.4.10.
23 (Revised) Constitution & Bylaws Committee Report	AMENDED, CD#23 to include option B (To allow the position of president-elect to remain vacant and at the next election, elect both a president and a vice-president) in combination with option F (To reconvene the Nominating Committee to nominate one or more candidates and conduct an election by mail vote of the membership) and to refer to the Constitution and Bylaws Committee, asking them to report back at Midwinter, 1988.
23 (Revised) Constitution & Bylaws Committee Report	DEFEATED, A motion to postpone discussion and action to Council III or until the parliamentarian could outline the available options in writing.
23 (Amended) Constitution & Bylaws Committee Report	VOTED, To adopt CD#23 as amended, to include options B and F, with referral to the Constitution and Bylaws Committee, who will be asked to report back to the Council at the 1988 Midwinter Meeting.
46 Amendment to Policy Manual-Resolutions	VOTED, To adopt CD#46, so that policy 5.4.10 is revised to read: "All resolutions must be submitted by a voting member of Council; Memorial Resolutions, Tributes and Testimonials may be exempted from this guideline."
47 Treasurer Candidate Forum	VOTED, To adopt CD#47, so that whenever there is to be an election for the post of Treasurer, the Executive Board is requested to authorize the scheduling of an open meeting at the immediately preceding Midwinter Meeting at which the candidates shall be invited to present their views and be open to questions.
52 (Amended) ALA Policy on the Position of Librarian of Congress	VOTED, To adopt CD#52 as amended, (with the addition of the words "to serve" after "stand" in the fourth line of the resolved adopted by general consent), so that "Council directs the President to charge the Legislation Committee with the task of drawing up a formal policy statement on the Library of Congress and its chief officer, the Librarian of Congress. Such policy shall stand to serve as a separate document ready to be transmitted to the President of the United States and members of the Legislature when future vacancies occur in that office. The essence of this policy is to be included in future draftings of the ALA Legislative Policy."
51 AASL Resolution on NCATE	VOTED, To divide the question, treating the issue of joining NCATE separately from the issue of delegating responsibility for participation in the NCATE accreditation process.
51 AASL Resolution on NCATE	DEFEATED, A motion to postpone action on CD#51 until the second Council meeting of the 1988 Midwinter Meeting.
51 AASL Resolution on NCATE	VOTED, To adopt CD#51, part 1, that ALA join the National Council for Accreditation of Teacher Education (NCATE) as a specialty organization.
51 AASL Resolution on NCATE	DEFEATED, An amendment to CD#51, part 1, that ALA join the National Council for Accreditation of Teacher Education (NCATE) as a speciality organization, and that the matter of representation in NCATE be referred to the Committee on Organization.
51 AASL Resolution on NCATE	VOTED, To adopt CD#51, part 2, that a special task force be appointed to study ALA membership and participation in NCATE and related questions, and that the task force be asked to report to SCOLE and to Council at Midwinter 1988. Members of the task force should be representatives of SCOLE, COA, OLPR, AASL, and other units with a special interest in this issue. [Note: The motion was amended by general consent to omit the word "ALA" between the words "other" and "units."]
MBRD#6 ALA Affirmative Action Policy & Practice	VOTED, To adopt MBRD#6 as amended in the Membership Meeting, directing ALA Headquarters to prepare a profile of ALA staff by position level, documenting the ratio of minority employees to the number of all employees, and to make this profile available for Council information at the 1988 Midwinter Meeting and print it for membership information in American Libraries.
MBRD#7 Conference Program Accessibility Listing	AMENDED, MBRD#7, to insert the words "preliminary and final" in front of "Conference Program" in the first two Resolved clauses.
	levels of government have readily available, accurate, timely, and complete information which is essential to informed citizen participation in a democracy; and be it further Resolved, That this resolution and a copy of 'Less Access to Less Information By and About the U.S. Government' be forwarded to the President, Vice-President, and Speaker of the House of Representatives."
MBRD#3 (Amended) Misinformation to Citizens	VOTED, To adopt MBRD#3 as amended.
MBRD#9 TTD/TTY Installation	VOTED, To adopt MBRD#9, directing that the Executive Director arrange for purchase and installation of a TTD/TTY at the Association's offices in Chicago and Washington, and that this device be publicized to the entire membership.
MBRD#10 Observance of Dr. Martin Luther King, Jr.'s Birthday	VOTED, To adopt MBRD#10, directing the American Library Association to initiate an activity and set aside appropriate time during the Midwinter Meeting to honor the accomplishments of Dr. Martin Luther King, Jr., and in accordance with ALA Policy 7.4.7, ask Council to request the Executive Board to arrange, in conjunction with the ALA Black Caucus, appropriate activities to be held at a public meeting during ALA Midwinter to honor Dr. King.
54 Revision of Policy on Abridgment of the Rights of Freedom of Expression of Foreign Nationals	VOTED, To adopt CD#54, revising the Policy on Abridgment of the Rights of Freedom of Expression of Foreign Nationals to add the words "through the ALA International Relations Committee with the support of the ALA Executive Director's Office" in lines 5-7 of the second paragraph and the word "ALA" in the 13th line of the second paragraph; and deleting the words "both of" and "Council's committees involved in the area: Intellectual Freedom Committee and" in lines 12-13 of the second paragraph.
55 United States Re-establishment of Membership in UNESCO	VOTED, To adopt CD#55, directing ALA to request that the United States declare its intention to return to active participation in UNESCO; that ALA call upon the Department of State and Congress to appoint an active team to engage in UNESCO business and find a voice in the selection of the Director General's successor and in other UNESCO affairs; and that copies of this resolution be transmitted to the Secretary of State, appropriate members of Congress, all the 1988 U.S. Presidential candidates, and other appropriate bodies.
56 Revival of the Alexandrian Library	VOTED, To adopt CD#56, directing ALA to pledge its support to this very important international undertaking [the revival of Alexandrian Library] and urge the public and private sectors of the United States to give the moral and financial support to the project; that ALA call upon the various appropriate agencies to provide needed financial assistance in the form of staff
62 Electronic Pilot Projects for Depository Libraries	VOTED, To adopt CD#62, asking that the American Library Association urge Congress to authorize adequate funds for FY 1988 to implement pilot projects for dissemination of government information in electronic format through the Depository Library System.
63 Federal Acquisition Regulation	VOTED, To adopt CD#63, asking that the Department of Defense, the General Services Administration, and the National Aeronautics and Space Administration be urged to rescind the revision of FAR Subpart 8.8 and that a copy of the resolution be forwarded to the heads of each of the three agencies, the Director of the Office of Management and Budget, and appropriate members of Congress.
64 Commemorative Census Stamp	VOTED, To adopt CD#64, urging that the American Library Association support the issuance of a commemorative postage stamp in 1990 to honor the bicentennial of the United States Census, and that the American Library Association communicate this support to the Postmaster General of the United States and the Chairperson of the Citizens' Stamp Advisory Committee of the United States Postal Service.
53.1 Committee on Organization Report	VOTED, To adopt CD#53, COO Report, Action Item 1, changing the word "presentation" to "advertisement" in the 2nd paragraph of the portion of the Awards Committee charge printed on page 12 of the ALA Handbook, so that the charge would read as follows: "Each unit will submit. . . its proposals for new or existing awards to the ALA Awards Committee at a regular meeting of the Committee at least six months prior to anticipated date of advertisement [presentation]."
53.2 Committee on Organization Report	VOTED, To adopt CD#53, COO Report, Action Item 2, changing the word "librarians" to "library workers" in the first sentence of the fifth paragraph of the Committee on Pay Equity's charge as printed on page 19 of the ALA Handbook, so that the charge would read as follows: "To promote the visibility of the pay equity issue as it affects library workers [librarians], both to the profession and to outside groups. . . ."
53.3 Committee on Organization Report	AMENDED, By substitution, CD#53, COO Report Action Item 3, to read: "Council determines that committees and subcommittees are not units."
53.3 (Amended) Committee on Organization Report	VOTED, To adopt CD#53, Action Item 3, as amended.
53.4 Committee on Organization Report	VOTED, To adopt CD#53, COO Report, Action Item 4, that Council refer to the Constitution and Bylaws Committee an amendment to the Bylaws, Article VIII, Committees, Section 2, Committees of the Council (e)

50 Conference Site Selection

AMENDED, CD#50, to include "wheelchair access," so that the second Whereas would read "Whereas, prevailing climate conditions, cost of accommodations, equality of geographic accessibility, and wheelchair access have been among the concerns raised by the American Library Association's membership in the selection of annual conference sites."

50 (Amended) Conference Site Selection

DEFEATED, CD#50, That Section 7.1.7 of the Policy Manual be changed to read: "Selection of sites for the ALA Annual Conference shall be made by the Council upon the recommendation of the Executive Board," with this policy to become effective immediately upon adoption by Council.

52 ALA Policy on the Position of Librarian of Congress

AMENDED, CD#52, so that the Council would direct the President to charge the Legislation Committee rather than a "special ad hoc committee" to carry out the mandate of the document.

MBRD#7 (Amended) Conference Program Accessibility Listing

VOTED, To adopt MBRD#7 as amended, directing that the ALA preliminary and final Conference programs shall list all hotel entries or meeting rooms which are inaccessible as well as the location at which access is possible; that the ALA preliminary and final Conference programs shall list the locations of accessible restrooms for all conference facilities; that the ALA Conference Arrangements staff shall urge all conference hotels and convention centers to indicate, with prominent signs, accessible routes to meeting spaces and restrooms; and that the ALA Conference Arrangements staff will prohibit exhibitors from arranging exhibits that are up steps or otherwise inaccessible for wheelchairs.

MBRD#3 Misinformation to Citizens

AMENDED, MBRD#3, by substitution, so that the new Resolved clauses would read as follows: "Resolved, That the American Library Association urge the President and Congress to ensure that the general public and their elected representatives at all education, collection development, processing, preservation, and in other areas as needed; and that copies of the resolution be transmitted to the Secretary of State, Secretary of Education, the Egyptian Embassy, IFLA, and UNESCO.

57 Release of Hanna Mykhaylenko from the Leningrad Special Psychiatric Hospital

VOTED, To adopt CD#57, directing the American Library Association to urge that the case of Hanna Mykhaylenko be brought before the U.N. Human Rights Commission, and that copies of the resolution be transmitted to the Chairman of the Central Committee of the Communist Party of the U.S.S.R., the Head of the Psychiatric Section of the U.S.S.R. Ministry of Health, the U.S. Secretary of State, the U.N. Human Rights Commission, Amnesty International, the American Psychiatric Association, and other appropriate bodies to appeal for Hanna Mykhaylenko's immediate release.

34 & 34.1 Federal Legislative Policy and Technical Amendments

VOTED, To adopt CD#34 (Federal Legislative Policy Revision) and CD#34.1 (Technical Amendments) as presented.

(ALA Handbook, Constitution and Bylaws, page 212) to insert in (e) in the 2nd sentence, after the word "committees," the words "or subcommittees" and to insert after the word "simultaneously," the words "except as that member represents the parent committee as a member of the subcommittee."

59 Impact of Dollar Devaluation

VOTED, To adopt CD#59, directing the American Library Association to make a concerted effort to focus national attention on the impact of dollar devaluation on library collections, the impact on the international flow of information, and the threat that devaluation poses to the nation's ability to educate its youth, conduct research, and inform its citizenry.

61 Petitions for Nomination of ALA President

DEFEATED, CD#61, a proposed amendment to the Bylaws on petitions for the nomination of ALA President, so that Article III, Section 2(b) of the Bylaws would have been amended to require 400 signatures of members on a petition of nomination for the office of President of the Association.

1987 ALA Annual Conference

COUNCIL ATTENDANCE AND VOTE RECORD

NAME	1 s t	2 n d	3 r d	45	23A	23P	23	46	47	50A	50	52A	52	51D	51P	51.1	51.2R	51.2	M6	M7A	M7	M3A	M3	M9	M10	54-57	34/34.1	62-64	53.1	53.2	53.3A	53.3	53.4	59	61
Akeroyd, R.	x	x	x	y	n	y	n	y	y	n	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	–	y	y	y	y	n
Albright, E.	x	x	x	y	n	y	n	y	y	y	n	y	y	–	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Arden, C.	x	x	x	y	n	n	n	y	y	y	n	y	y	n	y	a	n	y	y	y	y	y	y	y	y	y	–	y	y	y	y	y	y	y	y
Asp,W.	x	x	x	y	y	n	y	y	y	–	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Atkinson, J.	x	x	x	y	y	n	y	y	y	n	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Bailey, G.	x	x	x	y	n	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Baird, L.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	n	y	n	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Bennett, J.	A	x	x	–	y	n	y	y	y	y	n	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Berger, P.	x	x	x	y	y	y	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Biblo, H.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	n
Biblo, M.	x	x	x	a	n	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Bingham, R.	x	E	x	y	–	–	–	–	–	–	–	–	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Black, E.	x	x	x	y	y	n	y	y	y	n	n	y	y	–	y	a	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Blake, D.	x	x	x	y	y	n	y	y	y	a	n	y	y	y	n	y	n	y	y	y	y	y	y	a	y	y	y	y	–	–	–	a	–	–	–
Bolt, N.	x	x	x	y	n	y	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
Bonnell, P.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Boucher, V.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
Brant, Susan	x	x	x	y	y	n	y	y	y	y	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	a	y	–	–
Breivik, P.	x	x	x	y	y	n	y	y	y	–	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	n
Brettschneider	x	x	x	y	y	a	a	y	y	n	a	y	y	n	n	y	n	y	y	y	y	y	y	y	y	a	y	y	y	y	a	y	y	y	n
Brynteson, S.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n
Buck, R.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Buckley, F.	x	x	x	y	y	n	y	–	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	–	y	y	y	y	y	y	n
Bush, M.	A	x	x	–	–	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	–	y	y	y	y	y	y	y	y	y	y	y	y	n
Cady, S.	x	x	x	y	y	n	y	y	y	a	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	y	a
Case, R.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Casey, D.	A	x	x	–	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	y	y	n
Chen, C.	x	x	x	y	y	y	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Chisholm, M.	Assisting Presiding Officer																																		
Cobb, M.L.	x	x	x	y	y	n	y	y	y	a	n	y	y	n	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n

| | | |

| | | |

Sessions, J.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	a	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Shields, G.	x	x	x	y	y	n	y	y	y	n	n	y	y	n	–	y	n	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n
Shiverdecker,D.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Simpson, S.	x	x	x	–	y	n	y	y	y	y	n	n	n	y	n	y	n	y	y	y	–	y	y	y	y	y	y	y	y	y	y	y	y	n
Sloan, E.	x	x	E	y	–	–	–	y	y	–	n	y	y	Excused																				
Smith, P.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Snoke, H.	x	x	x	y	y	y	y	y	y	a	a	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	–	y	y	y	y	y	n
Snyder, C.	A	x	x	–	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Stanke, N.	x	x	E	y	y	n	y	y	y	y	n	y	y	Excused																				
Starr, C.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Stoffle, C.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Stueart, R.	x	x	x	y	n	y	y	y	y	n	n	y	y	n	n	y	n	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–
Symons, A.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Taylor, N.	x	x	x	y	y	n	y	y	y	n	n	n	y	y	n	y	n	y	y	–	y	y	–	y	y	y	y	y	y	–	y	y	y	n
Terwillegar, J.	x	x	x	y	y	n	y	y	y	y	n	–	–	y	n	y	n	y	y	y	y	y	y	y	y	–	y	y	y	y	y	y	y	n
Thomas, L.	x	x	x	y	y	n	y	y	y	a	n	y	–	–	–	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Turock, B.	x	x	x	y	y	–	y	y	y	a	n	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Tyson, J.	x	x	x	y	a	n	y	y	y	y	y	y	y	n	n	y	–	y	y	y	–	y	y	y	y	y	y	y	y	y	y	y	y	n
Veaner, A.	x	x	x	y	y	y	y	y	y	y	n	–	y	n	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Ventgen, C.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Wangsgard, L.	x	x	x	y	y	n	y	y	y	y	n	y	y	n	y	y	n	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Williams, L.	x	x	x	y	n	n	n	y	y	y	n	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	n	n	y	y	n
Woolls, B.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Wright, K.	x	x	x	–	y	n	y	y	y	y	n	y	y	n	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
Young, C.	x	x	x	y	n	n	a	y	y	n	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–
Young, D.	x	x	x	y	y	n	y	y	y	y	n	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n

1988 ALA Midwinter Meeting

1988 MIDWINTER MEETING
ACTION SUMMARY

Document Number	Action Taken
CD#3 Rules Amendment	AMENDED, the rules by striking from (3) all words after "from ALA members. . ." so that (3) would then read, "Non-members of ALA shall be provided with identification badges and shall be seated in sections apart from ALA members," and in the section on "The Floor," in the second sentence, to insert the words, ". . .or by general consent," so that the sentence would read, "Recognition of non-Councilors may be granted at the discretion of the presiding officer or by general consent."
CD#3 Rules Amendment	VOTED, To adopt the rules as amended.
CD#14 Policy Monitoring Committee Report	RECEIVED, The report of the Policy Monitoring Committee without objection.
CD#9	VOTED, To adopt CD#9, Guidelines for Quality in Continuing Education for Information, Library and Media Personnel.
CD#6 Funded Affirmative Action Proposal	VOTED, That Headquarters management staff prepare a proposal for a funded affirmative action program for ALA Headquarters for submission to the Executive Board by Annual Conference, 1988, or before.
Personnel Policy	VOTED, That Council direct the Executive Board to insert in the ALA Headquarters
CD#19 Report of the Constitution and Bylaws Committee	VOTED, To adopt action item 1, That the language proposed by the Committee on Organization as an amendment to Bylaw Article VIII (Committees), Section 2(e) be approved with the understanding that this wording applies to all Association committees so that the section shall read: "Membership of the committees of the Council may consist of both Councilors and non-Councilors. No member, either Councilor or non-Councilor, shall serve on more than one of the committees or subcommittees of the simultaneously except as that member represents the parent committee as a member of the subcommittee. Subcommittees of the committees of the Council shall exist at the will of each Council committee."
CD#19	AMENDED, Action item 2 by substitution, to delete the word "conduct" from the last line of Section 2 and to substitute the words "the conclusion of."
CD#19	VOTED, To adopt action item 2 as amended, so that the Constitution Article VIII (Committees) be amended to create a new Section 2 to read: "Vacancy. If a vacancy occurs in the office of president elect, the Nominating Committee shall reconvene to nominate candidates whose names shall be submitted to the membership for election by mail vote.
CD#30 Resolution on Access to the Use of Libraries and Information by Individuals with Physical or Mental Impairment	VOTED, That the "Library Bill of Rights" of the American Library Association which insures access to library facilities, materials and services by all people of the community includes individuals with physical or mental impairments; and that the American Library Association deplores discrimination against and denial or abridgment of library and information access to persons of all ages who have acquired immune deficiency
CD#35 Resolution on Electronic Dissemination of Government Information to Depository Libraries	tions among others are commended for their leadership in researching and promoting the use of permanent papers for future additions to our heritage of knowledge: the National Endowment for the Humanities for financing research and preservation activities; the National Historical Publications and Records Commission, the Council on Library Resources and associated groups for sponsoring research and promoting the use of permanent papers; the Board of Regents of the National Library Medicine and the Depository Library Council for their recent recommendations; the Library of Congress and other research libraries for their preservation activities including the quantification of the extent of the deterioration problem; the National Information Standards Organization and the American Society for Testing and Materials for developing technical standards for permanent record papers for various uses; the Technical Association of the Pulp and Paper Industry for developing methods for testing characteristics of paper; and those American publishers, especially many university presses, who have already adopted a policy of using permanent paper in their publications; and that copies of this resolution be distributed to the appropriate government and private organizations. VOTED, That the American Library Association urge the Public Printer to prepare a comprehensive plan and request an appropriation for FY1989 to immediately implement electronic dissemination of government information in various formats appropriate to users of depository libraries; and that the American Library Association urge the House and Senate Appropriations Committees to provide an appropriation and allow for the reprogramming of current monies to permit the distribution to depository libraries of electronic
CD#39 Resolution on the Glenerin Declaration	in pursuit of the goals of this proclamation defending and encouraging the people's right to access to information the American Library Association use its many resources to publicize, inform and celebrate March 16 as Freedom of Information Day; and that the American Library Association encourage librarians throughout the country to bring the issues of freedom of information and barriers to information access into public consciousness and public debate by mounting appropriate informaton programs within libraries and their communities on that day. VOTED, That the American Library Association commend the U.S. National Commission on Libraries and Information Science for its leadership in the development of a tri-national statement on information policy; and that the American Library Association endorse the Glenerin Declaration Toward a Coordinated Policy Agenda in Response to the Changing Role of Information in the Economy developed through the leadership of the U.S. National Commission on Libraries and Information Science, the British Library, and the Institute for Research on Policy of Canada.
CD#11 Report of the NCATE Task Force	VOTED, To adopt CD#11, the Report of the NCATE Task Force, and the recommendations contained therein.
CD#26 Suspension of Policy Regarding Budgetary Ceiling Methodology	VOTED, To adopt CD#26, That Policy 6.4.1, Section II, should be suspended through 1992, with Division budgetary ceilings calculated on a modified accrual basis through 1992.

Personnel Policy 101 on line 3 the phrase "sexual preference."

CD#15 Resolution on Promoting Voting in American Library Association Elections — DEFEATED, A motion to refer the resolution to COPES.

CD#15 — VOTED, To divide the question.

CD#15 — VOTED, To add another Resolved clause to CD#15 so that the Executive Board would activate the intent of the document and its eleven points in an appropriate manner.

CD#22 Resolution on the Identification of Asians and Pacific Islanders on the 1990 Census — VOTED, That the American Library Association state its opposition to the Bureau of the Census to group all Asian and Pacific Islander subgroups together under a single category in the 1990 Census; that ALA urge the Bureau of the Census to modify the 1990 form to list Asian subgroups separately; and copies of this Resolution be sent to the Secretary of Commerce, the Director of the Bureau of the Census, members of the House and Senate Appropriations Subcommittees on Commerce, Justice, State, the Judiciary and related agencies, and the news media.

24-Hour Rule — AGREED, BY CONSENT, To refer the clarification of the 24-hour rule to the Resolutions Committee, with a report back at the 1988 Annual Conference.

Honorary Membership — ELECTED, BY ACCLAMATION, To honorary membership Dr. Ralph Ellsworth and Spencer G. Shaw.

CD#27 Report of the Membership Committee — VOTED, To adopt action item 1, That members be allowed to attend general Membership and Council meetings, whenever and wherever held, by showing either a conference badge for the day of the meeting or a current Membership card.

CD#27 — VOTED, To adopt action item 2, That eligibility for student dues be extended to three years, and directed the Constitution and Bylaws Committee to prepare an amendment reflecting this extension.

CD#31 ALA Statement on Enactment into Law of the Fairness Doctrine — VOTED, That the American Library Association urge the United States Congress to immediately enact the Fairness Doctrine into law; and that the resolution be forwarded to the appropriate bodies.

CD#32 Resolution in Honor and Memory of Everett T. Moore — VOTED, That the ALA Council and the Freedom to Read Foundation Board of Trustees in their official capacities and all Councilors and Board members in their individual capacities do hereby express to Jean Moore their deepest sympathies and request that they be allowed to share the grief which [the] loss [of Everett T. Moore] causes.

CD#33 Resolution on Reauthorization of the Library Services and Construction Act — VOTED, That the American Library Association support the extension of LSCA Titles V and VI through the life of the Act; and that the American Library Association strongly support the reauthorization of the entire Library Services and Services and Construction Act, including Titles V and VI and offer its assistance to the U.S. Congress in the development of revisions and improvements that extend ongoing vital services and develop those new services dictated by new technologies and the severe deterioration of existing library materials.

CD#34 Resolution on Use of Permanent Papers in Books and Other Publications — VOTED, That the American Library Association urge all publishers to use uncoated paper meeting ANSI Standard Z39.48-1984 for publications of enduring value, and coated paper that is alkaline and can be expected to meet a similar standard for permanence; and to include a statement identifying publications using such paper on the verso of the title page of a book or on the masthead or copyright area of a periodical publication, and in catalogs, advertising, and bibliographic references; that the U.S. Congressional Joint Committee on Printing be urged to adopt standards for permanent papers and encourage federal government agencies to use such paper for publications of enduring value; and that the appropriate agencies of state and local governments be urged to adopt similar policies; and that the following organizations: the Association of American Publishers, the Association of Research Libraries, the Council on Library Resources, the Library of Congress, the National Commission on Libraries and Information Science, the National Federation of Abstracting and Information Services, the National Information Standards Organization (Z39), the National Library of Medicine, and the Research Libraries Group be urged to endorse this resolution.

syndrome ("AIDS"), AIDS-related complex ("ARC"), or who test postive for the human immunodeficiency virus ("HIV").

CD#36 Resolution Concerning the Privatization of Federal Libraries and Document Depositories — VOTED, That the American Library Association urge the Congress of the United States to bar further contracting out of federal libraries and document depositories to enhance accountability, government efficiency and national security; and that the American Library Association urge the Office of Management and Budget to remove library operations from the A-76 list of commercial activities and the list of fourteen activities targeted for A-76 review throughout the government; and that the American Library Association urge the President's Commission on Privatization to omit libraries and government document depositories from activities recommended for privatization; and that copies of the Resolution be transmitted to the President of the Senate, the Speaker of the House of Representatives, the Chairs of the House and Senate Appropriations Committees, the Senate Governmental Affairs Committee, the House Post Office and Civil Service Committee, the Director of the Office of Management and Budget, and the Chairman of the President's Commission on Privatization.

CD#37 Resolution Regarding Government Information Bill of Rights — VOTED, That the American Library Association adopt the Government Information Bill of Rights; and that the specific task of clarifying the language be referred to the Intellectual Freedom Committee for revision of the wording.

CD#38 Resolution on Freedom of Information Day, March 16 — VOTED, That the American Library Association support the Congress and the President in their proclamation designating James Madison's birthday, March 16, as Freedom of Information Day; and that government information currently available from government agencies; and that a copy of the resolution be presented to the Public Printer of the United States, the Joint Committee on Printing, the House Appropriations Committee, and the Senate Appropriations Committee.

CD#23 Resolution on IFLA Memberships for Third World Countries — DEFEATED, A resolution that Council endorse the concept of ALA Chapters sponsoring IFLA memberships for library associations and library institutions in third world countries; and that the International Relations Committee coordinate and plan implementation of this concept during the next twelve months with assistance from the Chapter Relations Committee.

CD#24 Resolution on the Franklin Library Bicentennial — VOTED, That the American Library Association pledge its support of the United States Information Agency in planning a celebration highlighting the Franklin (Massachusetts) Library Bicentennial to showcase a wide range of public library activities and to let the world know about the wonders of the public library and its impact upon our lives.

CD#16 Salute and Congratulations to the National Geographic Society — VOTED, That the American Library Association extend congratulations and appreciation to the National Geographic Society for the Society's outstanding contributions, and instruct the Executive Director to communicate this resolution to the officers and Board of the Society on the centennial date of the Society's founding.

CD#40 Resolution on Pricing ALA Joint Publications — VOTED, To refer the resolution (which directs the Executive Director, in all ALA joint publication ventures, to report to Council that the selling price is fair and reasonable) to the Publishing Committee with a report back to Council at the 1988 Annual Conference.

CD#21 Resolution Relating to the ALA Motto — VOTED, That the American Library Association reinstate the use of the motto, "The best reading, for the largest number, at the least cost," on appropriate occasions.

1988 ALA Midwinter Meeting

COUNCIL ATTENDANCE AND VOTE RECORD

Name	Meeting 1st	Meeting 2nd	Meeting 3rd	Council 3A	Council 3	Council 9	Document Number Aff Act ion	Per Pol icy	15 Ref	15 Div	15 Amd	22	27 .1	27 .2	19 .1	19 Amd	19 .2	30	31	32	33	34	35	36	37	38	39	11	26	23	24	16	40	21
ACOSTA, L.	x	x	A	–	y	y	y	y	n	y	n	y	Absent																					
AKEROYD, R.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	n	y
ALBRIGHT, E.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
ASP, W.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y
ATKINSON, J.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
BAIRD, L.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	–	–
BENNETT, J.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
BERGER, P.	x	x	x	y	y	–	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
BIBLO, H.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–	–	–
BIBLO, M.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–	–	–
BINGHAM, R.	x	x	x	y	y	y	y	y	n	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
BLACK, E.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y

BLACKMAN, B.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
BLAKE, D.	Excused																															
BOLT, N.	Excused																															
BONNELL, P.	x	x	A	y	y	y	y	y	n	y	n	n	Absent																			
BOUCHER, V.	x	x	x	y	y	y	y	y	n	y	n	–	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
BOUGHTON, L.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
BREIVIK, P.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
BRETTSCHNEIDER	x	x	x	y	y	y	y	y	n	a	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
BRYNTESON, S.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	–	–	–	–	–	–	–	–	–
BUCK, R.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
BUCKLEY, F.	x	x	x	y	y	y	y	y	n	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
BUSH, M.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
CADY, S.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	a	y	y	y	y
CASEY, D.	x	x	x	y	y	y	y	y	n	y	–	–	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	–	–	–	–	–
CHEN, C.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–
CHRISTENSON, J.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	–	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
CHISHOLM, M.	Presiding Officer																															
CLOW, F.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–
COLLETT, J.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
COOPER, B.	x	x	x	y	y	y	y	y	y	n	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
COOPER, G.	x	x	x	y	y	y	y	y	n	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
COVINGTON, D.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
CRIST, M.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	–	–	–	y	y	y	y	y	–	–	y	y	y	y	y	y	–
CROWE, L.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	n	y
CUBBEDGE, F.	x	x	x	y	y	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
CUMMINS, J.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	n	y
CURRY, A.	x	x	x	y	y	y	y	y	n	–	y	y	y	y	y	–	y	y	y	y	y	y	y	y	n	y	y	–	y	y	y	y	y	y
DANIEL, C.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
DARDEN, S.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n
DAY, D.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	n	n	y	y	y	y	y	y	y	n	y	y	y	y	a	y	y	y	a
DiPRETE, C.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
DOUGHERTY, L.	x	x	x	y	y	y	y	y	n	–	n	y	y	y	y	y	y	y	y	y	y	–	y	y	y	y	y	–	y	a	y	y	y	y
DOWLIN, K.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
DRAKE, M.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	–	–	–	–	–
DUHRSEN, L.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
DZIEDZIC, D.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	n	y
EASTMAN, A.	A	x	x	–	–	y	y	y	y	y	–	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	y	y	y	y	y
FARLEY, J.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	–	y	y	y	y	y	y	y	y	y	y	y	–	–	y	y	y	y	y
FASANA, P.	Excused																															
FERGUSON, J.	x	x	x	–	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–	–	–
FORD, B.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
FORMAN, J.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
FRANCO, E.	x	x	x	–	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
FREEDMAN, M.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	–	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	n	y	y
FUTAS, E.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	–	–	–	n	y	y	y	y	n	y	y	y	y
GALVIN, T.	Secretary of Council																															
GARCIA, J.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
GREAVES, L.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	–	–	–
GREGGS, E.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
GRIFFEN, A.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
HALEY, A.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
HALLIWELL, D.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–
HASELWOOD, L.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	–	–	–	–	–	–	–
HASHIM, E.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
HAY, L.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–	–	–
HENSLEY, C.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	–	y	y
HIGBEE, J.	Excused																															

HIGHTOWER, M.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
HILYARD, N.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	-	a	y	y	y	y
HOGAN, S.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y
HOLMGREN, E.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
HORROCKS, N.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y
HUNT, M.A.	x	x	x	y	y	y	y	y	n	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
IMMROTH, B.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
JOHNSON, D.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	-	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
JOSE, P.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n	y	y	y	y
JUERGENS, B.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
KANE, B.	x	x	E	y	y	y	y	y	n	y	y	y	Excused																				
KAUP, J.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	-	-	-	-	-	-
KELLMAN, A.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	v	y	y	y	y	y	y	y	y	y	n	y	y	y	y
KING, J.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	-	-	-
KIRK, T.	x	x	E	y	y	y	y	y	n	y	y	y	Excused																				
KRANICH, N.	x	x	x	y	y	y	y	y	n	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	-	-	-	-	-
LAU, R.	x	x	x	y	y	y	y	a	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
LAUGHLIN, S.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	-	y	-	n	y	y	n	n
LEE, S.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
LEINBACH, P.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
LEWIS, G.	x	x	x	y	y	y	y	-	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	-	n	y
LUBANS, J.	x	x	x	y	y	a	y	y	n	-	-	-	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
LYNDEN, F.	x	x	x	y	y	y	y	y	-	-	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	-	-	-	-	-
McCAULEY, H.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	y
McGOWAN, S.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	-	-	-
McSWEENEY, J.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
MALINCONICO, M.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	-	y	y	y	y	y
MARGOLIS, B.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	-	-	-	-	-
MARKUSON, B.	x	A	A	y	y	Absent																												
MARSHALL, J.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
MARSHALL, N.	Absent																																	
MARTIN, R.	Absent																																	
MASON, M.	x	x	A	y	y	y	y	y	y	n	y	y	Absent																				
MATTHEWS, S.	x	x	x	y	y	y	a	y	y	n	n	y	y	y	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y
MEYERS, J.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y
MICHNIEWSKI, H.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y
MILLER, D.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	a	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
MILLER, J.	x	x	x	y	y	y	y	y	n	-	-	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	-	n	-
MILLS, F.	x	x	E	y	y	y	y	y	n	y	n	y	Excused																					
MINUDRI, R.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	-	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
MITCHELL, B.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
MOORE, V.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	-	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
MORRIS, E.	x	x	E	y	y	y	y	y	n	y	n	y	Excused																					
MULLEN, H.	x	x	x	y	y	y	y	y	n	y	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
NEWBERG, E.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
NITECKI, D.	x	x	x	y	y	y	y	a	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
O'BRIEN, P.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	-	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y	y
PATTERSON, L.	x	x	A	y	y	y	y	y	n	n	y	y	Absent																					
PETERSON, S.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y	a	y	y	y	y
PIERCE, L.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	a	y	y	y
PINDER, J.	x	x	x	-	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
PURCELL, G.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
RAPHAEL, M.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
RAY, K.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
RAZER, B.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	a	y	y	y	y	y
RICHARDS, S.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y
ROCHELL, C.	Excused																																	

ROGERS, S.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	–	–	–	–	n	y	y	y	y	a	y	y	y	y
ROHLF, R.	x	x	x	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	–	y	y
ROSENTHAL, J.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	n	y
ROSS, J.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
ROUSE, C.	x	x	x	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
ROUSE, R.	x	x	x	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
RULE, J.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
RUPERT, M.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
SCALES, P.	Excused																																	
SCHLACHTER, G.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	n
SCHUMAN, P.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	–	y	y	n	–	y	y	–
SCILKEN, M.	x	x	x	y	y	a	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	–	n	y
SESSIONS, J.	x	x	x	y	y	y	y	y	n	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
SHELKROT, E.	A	x	x	–	–	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–	–	–	–	–	–	y	–	–
SHERIDAN, J.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	a	y	y	y	y	y	y	y	y	n	y	y	y	y	n	a	y	y	y
SHIELDS, G.	x	x	x	y	y	y	y	y	n	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	–	–	–	–	–	–	–
SHIVERDECKER, D	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	–	–	–
SLOAN, E.	x	E	E	y	y	Excused																												
SMITH, B.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
SNELL, M.K.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
SNOKE, H.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
SNYDER, C.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
SNYDER, S.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	–	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
STARR, C.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
STOFFLE, C.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
STUEART, R.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	–
SUMMERS, F.W.	x	x	–	y	y	y	y	y	–	–	y	y	Assistant Presiding Officer																						
SYMONS, A.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
TAYLOR, N.	x	x	x	–	y	y	y	y	n	y	y	y	y	y	y	a	–	y	y	y	y	y	y	y	n	–	–	–	–	–	–	–	–	–
TERWILLEGAR, J.	A	x	x	–	–	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
THOMAS, L.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	–	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
TUROCK, B.	x	x	x	y	y	y	y	y	n	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
TYSON, J.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
VENTGEN, C.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
WANGSGARD, L.	Absent																																	
WARNER, G.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	n	y	y	y	y
WARNER, R.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	a	y	y	y	y
WILLIAMS, J.L.	x	A	x	y	y	–	–	–	–	–	–	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
WILSON, E.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
WILTSE, H.	x	x	x	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y
WINKEL, L.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	–	y	y	y	y	y	y	y	y	n	y	–	y	y	n	y	y	y	y
WOOLLS, B.	x	x	x	y	y	y	y	y	n	y	n	–	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y	y	y	y	y	y
WRIGHT, K.	x	x	x	y	y	y	y	y	n	a	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	a	y	y	y	y
YOUNG, C.	x	x	x	y	y	y	y	y	n	y	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y
YOUNG, D.	x	x	x	y	y	y	y	y	n	n	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	n	y	y	y	y

Spending slows in U of Illinois annual survey

Public library circulation leaped in 1987

THE 1987 INDEX OF AMERICAN Public Library Circulation was 118, up seven points (6.3%) from 1986, the largest increase in the circulation index in the last 10 years. The Index of Expenditures was 181, up five points (2.8%) from 1986, the smallest increase in the last nine years. The Consumer Price Index in constant 1980 dollars increased 3.7% from 1986. Thus in 1980 dollars, the index fell 1.5% from 133 in 1986 to 131 in 1987, the first decrease since 1980.

These index values are based on reports from 53 public libraries, known to be representative of U.S. public libraries serving over 25,000 people each, in regard to their changes in circulation and in current operating expenditures from 1975 to 1980.

Each library reported 1987 circulation and expenditure totals. Each figure was divided by the library's 1980 circulation or expenditures. The resulting 53 ratios for circulation were ranked from highest to lowest, and the median (27th) case is the index value. The same was done for expenditures. To express the expenditures in constant 1980 dollars, we divided the index number for all expenditures by the 1987 index value of the U.S. Consumer Price Index for All Urban Consumers (adjusted for 1980 = 100).

Forty-one libraries (77% of the sample) were able to give us the percentage composition of their total circulation. For these libraries, the average adult circulation was 65%, for juveniles 35%. Since 1980, adult circulation has declined and juvenile increased as percentages of the total. These 41 libraries had an index of circulation of 120, which was slightly higher than the whole sample, and an index of expenditures of 181, which is the same as the whole sample. The adult circulation index in 1987 was 8% more than in 1980, while the index of juvenile loans increased a whopping 33 percent.

Only 21 libraries (40% of the total) could give us the fiction and nonfiction proportions of adult circulation in 1987; the mean averages were 37% and 27% of the total circulation respectively, vs. 38% and 28% in 1986. These 21 libraries had a higher index of circulation (123) and a higher index of expenditures (185) than for all 53 libraries.

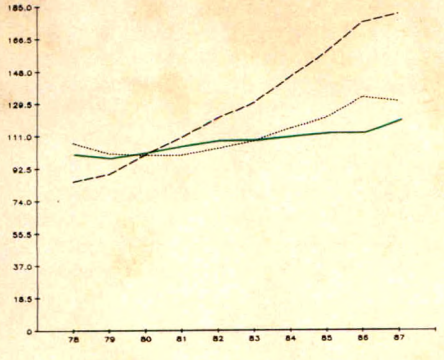
The percentage composition of operating expenditures for the whole sample shows a distribution almost the same as in 1980—64% for salaries, 15% for materials, and 20% for all other costs. This year's index values for these components of expenditure reveal a marked increase in all costs but the "other" category. The increase in the index for salaries was 21 points (13%)—the largest increase in a decade.

Three of the four "other measures" shown in the accompanying box indicate increases over 1987. Only "Expenditures per capita for library materials" shows a decrease. This decrease might be explained by an increase in population served as libraries expand their service areas or as population increases within the service area while expenditures increase at a lesser rate. The remaining three measures are at their highest points since 1980.

Per capita circulation has increased by 21% since 1980; expenditures per capita are up nearly 64%. Total U.S. population increased approximately 7% from 1980 to 1987; the Index of Public Library Circulation increased over 18% in those same years, and the Index of Expenditures increased 38% in 1980 dollars during the same period.

Terry L. Weech
GSLIS-Library Research Center
University of Illinois, Urbana-Champaign
With the assistance of Karen Kaufmann,
GSLIS Research Assistant □

Public library circulation and expenditures



In this graph, the dotted line represents expenditures in 1980 dollars; the solid line represents circulation; and the line of dashes represents expenditures in current dollars.

Annual indexes for a sample of American public libraries: 1978–1987
(with 1980 = 100; for 1980–87, N* = 53)

	1978	'79	'80	'81	'82	'83	'84	'85	'86	'87
Circulation	99	97	100	104	107	107	109	111	111	118
Expenditures	85	89	100	110	121	130	145	159	176	181
In 1980 dollars	107	101	100	100	104	108	115	121	133	131

Circulation percentages

	1980 (N = 34)	1987 (N = 41)
Adult	69%	65%
Juvenile	31%	33%

Expenditure percentages

	1980 (N = 53)	1987 (N = 53)
Salaries	63%	64%
Materials	16%	15%
Other	21%	20%

*N is the number of libraries reporting

Annual indexes for circulation and expenditure categories

Medians	1980	'81	'82	'83	'84	'85	'86	'87
Adult circulation	100	95	108	111	114	112	109	108
Juvenile circulation	100	96	106	108	112	117	120	133
Expenditures for salaries	100	112	123	137	147	154	162	183
Expenditures for materials	100	108	123	123	141	149	174	187
Expenditures for other	100	113	117	120	149	150	178	177

Other measures	1980	'81	'82	'83	'84	'85	'86	'87
Circulation per capita	4.7	5.2	5.2	5.4	5.3	5.4	5.6	5.7
Expenditures per capita (pc)	$7.39	$8.26	$9.49	$9.78	$10.73	$11.14	$11.61	$12.09
Expenditures per circulation	$1.42	$1.56	$1.57	$1.65	$1.81	$1.84	$2.04	$2.10
Expenditures pc, lib. matls.	$1.10	$1.17	$1.18	$1.27	$1.49	$1.57	$1.99	$1.85

New president-elect means business

Tell the world: we're professionals of courage and character

PATRICIA BERGER'S CAMPAIGN platform to protect information access and fight for the professional status of librarians has paid off. She has won the ALA office with 53 percent of the total ballots cast for president-elect.

Berger told *AL* in a post-election interview the most important message she hopes to send outside ALA is: "We're professionals of courage, character, and conviction. We will not countenance attempts to censor or otherwise inhibit the patron's right to information *and* we respect the patron's right to complete privacy regarding what information he or she chooses to access."

She feels she can make a real contribution to a number of issues facing the Association. "I think the FBI Library Awareness Program, and NCLIS's response, are ludicrous and naive," she said. "I doubt if either party could identify bizarre, much less sinister, behavior in a scientific library. One of the things the FBI told librarians was that if patrons had a foreign accent and were copying a lot of materials, they should be watched. For me, the FBI's criteria describes one person in our library best: that person happens to work for the CIA."

Berger sees projections of the library work force—will it be shortage or glut?—as hard to make. "We need better demographics on the personnel market, and should be able to get that kind of data from the Departments of Labor and Education; unfortunately, they don't collect it.

"One distressing thing to me is the communications gap between university administrators and their library schools," she said. "Many administrators feel library schools don't contribute to the institution's educational mission. ALISE and ALA need to address this problem."

Asked about the conflict with the Office of Management and Budget over the contracting out of library operations to the private sector, she said, "I am fortunate; there is wonderful language in the authorization bill for the National Bureau of Standards (NBS) which prohibits the contracting out of its Research Information Center. The appropriations bill for NBS in 1989 (HR 4417) states 'the RIC shall be maintained as a governmental activity.' " She pointed out, however, that federal libraries in general are still on the OMB Circular A-76 list of "commercial activities" and are, therefore, subject to contracting out. "We need to push for removal of libraries from that list," she said.

The 62-year-old president-elect has headed the NBS Information Resources and Services Division since 1976. Among other positions, she has also been chief, Information Resources and Services Branch, of the U.S. Environmental Protection Agency, and director of technical information and security with the Lambda Corporation.



Berger thinks ALA should have a say in structuring the content of another WHCLIS.

She holds a master's in library science from the Catholic University of America. CUA recently selected her to receive its 1988 Alumni Achievement Award in the field of library and information science. Her bachelor's degree is from George Washington University.

Berger has been a member of the ALA Council since 1984 and a member of Executive Board since 1986. She is past president of the District of Columbia chapter of the Special Libraries Association, and in 1987 was made a fellow of SLA.

She feels ALA's approach to setting standards is atypical among standard-setting bodies. "Most organizations spread a wide net across that community of interest which would be affected by the standard. The standard developmental team is selected from among this community; because they have participated since day one, they are more apt to implement and to apply the standard once it has been developed."

She doesn't consider the proposed Library Improvement Act recently introduced by the Department of Education an appropriate substitute for LSCA, though she believes its emphasis on library networks is important. "I would be happier if ALA had taken more of a lead in developing new library legislation instead of letting the administration go it alone," Berger said.

Her general view of the ALA election process is that it was expensive, time-consuming, and *very* educational. "Interacting with the state associations does both the candidates and the chapters a lot of good. Running for ALA president-elect is a four-year commitment: a year of campaigning and three years in office."

Finally, Berger believes that the country can't hope to cure its literacy problem "unless we're willing to invest heavily in school libraries, school librarians, youth services in public libraries, and education for youth librarianship." —*E. McC.*

Berger, Stoffle elected to top ALA posts, 25 new councilors chosen

Patricia Wilson Berger, chief, Information Resources and Services Division, U.S. National Bureau of Standards, Gaithersburg, Md., has been elected vice-president and president-elect of the American Library Association. Berger received 5,750 of the 11,368 votes cast by ALA members in a mail ballot. Last year the vote total was 10,021.

Carla J. Stoffle, deputy director of libraries, University of Michigan/Ann Arbor, was elected ALA treasurer for the next four years.

President-elect Berger defeated Rebecca T. Bingham, director of Library Media Services, Jefferson County Public Schools, Louisville, Ky. Bingham received 5,010 votes.

Treasurer Stoffle won 4,433 votes in a three-way fight. Forsyth County (N.C.) Public Library Director William H. Roberts received 3,549 votes; Mary W. Ghikas, director of Network Development at Library Systems and Services, Inc., in Germantown, Md., received 2,464 votes.

The ALA Elections Committee reported 31 invalid ballots cast.

Councilors at large

Twenty-five councilors at large were elected for the 1988-1992 term. Their vote totals are listed after their names, which are in alphabetical order; asterisks denote petition candidates:

Toni Carbo Bearman, University of Pittsburgh library school, 3,984; **Cesar Caballero,** University of Texas/El Paso Library, 2,835; **Carolyn L. Cain*,** Madison (Wis.) Metropolitan School District, 3,006; **Linda Anne Dougherty*,** Chicago Public Library Clearing Branch, 3,008; **Shirley T. Echelman,** Alexandria, Va., 2,986; **Robert Franklin,** McFarland & Co., 2,927; and **Marilyn Greenberg,** Calif. State U./Los Angeles, 2,766.

Also, **Winona N. Jones,** Tarpon Springs (Fla.) East Lake High School, 2,950; **E.J. Josey*,** University of Pittsburgh library school, 4,891; **Hwa-Wei Lee,** Ohio University Libraries, 3,341; **Carolyn A. Markuson,** Brookline (Mass.) School District, 3,242; **Susan K. Martin,** National Commission on Libraries and Information Science, 4,092; **Josephine McSweeney*,** Pratt Institute Library, 2,822; and **Paul H. Mosher*,** University of Pennsylvania Libraries, 3,170.

In addition, **Hannelore B. Rader,** Cleveland State University Libraries, 3,467; **James R. Rettig,** University of Illinois/Chicago, 3,320; **Charles W. Robinson,** Baltimore County Public Library, 3,621; **Patricia H. Smith*,** Texas Library Association, 3,194; **Alphonse F. Trezza,** Florida State University library school, 3,980; and **Betty J. Turock*,** Rutgers University library school, 3,711.

Also, **Barbara Webb,** Fairfax County (Va.) Public Library, 2,896; **Herbert S. White,** Indiana University library school, 4,993; **J. Linda Williams*,** Maryland State Dept. of Education, 3,017; **Diana Dent Young*,** N.C. State Library, 2,831; and **Glen A. Zimmerman,** L.C., 2,813.

Other vote totals

Council candidates who were not elected and their vote totals are: Donald Adcock, 2,205; Darrell Lynn Batson, 1,520; Charles E. Beard, 2,388; Karen M. Bohrer*, 2,017; Dennis L. Bruce, 1,953; Leslie B. Burger*, 1,647; Roberta G. Cade, 1,890; Clarence E. Chisholm*, 2,251; Mary C. Chobot, 2,080; Lynn Scott Cochrane (McAuley), 2,529; Sandra M. Cooper, 2,532; Herbert A. Davis*, 2,172; A. Michael Deller 2,296; and Marva L. DeLoach, 2,678. Also, Susan Fayad, 2,354; Fay Ann Golden*, 2,447; Salvador Guerena, 2,694; Willie Hardin, 1,691; Elinor Hashim, 2,405; Mary F. Hicks, 2,309; Dottie R. Hiebing, 1,620; Diane Gordon Kadanoff*, 1,137; Josette Anne Lyders*, 2,128; Norman Lewis Maas, 2,286; Mary B. Mayer-Hennelly, 1,972; Frances McDonald, 2,028; Sue O. Medina, 2,620; Kathleen Moeller-Peiffer, 2,747; Orthella Polk Moman, 1,581; Mary Oppman, 1,887; Richard E. Ostrander, 2,482; Noel Peattie*, 2,060; Emma Bradford Perry*, 2,762; Elaine K. Rast, 2,286; Raymond R. Riddle, 1,824; Pat Rom*, 2,524; Roscoe Rouse, Jr.*, 2,560; James W. Scheu*, 1,784; David L. Searcy, 2,396; Kitty Smith, 2,223; Mary Lee Sweat, 2,518; John C. Tyson*, 2,584; Mary Elizabeth (Ma'lis) Wendt, 2,106; Charles R. White, 1,904; Thomas L. Wilding, 1,914; Binnie L. (Tate) Wilkin, 2,691; Barratt Wilkins, 2,281; and Jerome Yavarkovsky, 2,643.

The single proposed amendment to the ALA Constitution and Bylaws was approved. It provides that no member, either councilor or non-councilor, shall serve on more than one of the Council committees or subcommittees simultaneously, except as a subcommittee member representing the parent committee.

Divisions and round tables

The new chief officers for ALA divisions are: AASL, **Retta B. Patrick;** ACRL, **William A. Moffett;** ALSC, **Barbara F. Immroth;** ALTA, **Norman Kelinson;** ASCLA, **William G. Asp;** LAMA, **Dallas Young Shaffer;** LITA, **Carol A. Parkhurst;** PLA, **Sarah Ann Long;** RASD, **Arthur S. Meyers;** RTSD, **Nancy R. John;** and YASD, **Gerald G. Hodges.**

New round table heads are: Continuing Library Education Network and Exchange, **Gail J. McGovern;** Ethnic Materials Information Exchange, **David Nieto;** Federal Librarians, **Doria M. Beachell Grimes;** Government Documents, **Susan E. Tulis;** and Intellectual Freedom, **William P. Davis.**

Also, Independent Librarians Exchange, **Jean F. Porter;** Junior Members, **Myrtis C. Collins;** Library History, **Suzanne Hildenbrand;** Library Instruction, **Fay Ann Golden;** Library Research, **Nancy A. Van House;** Map and Geography, **Brent Allison;** and Social Responsibilities Action Council, **Denise E. Botto, Diedre Conkling, Carol Davies-Nador,** and **Jackie Karen Eubanks.** *(Cont. next page.)*



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NEH awards $358,000 to ALA "Voices and Visions" project

The National Endowment for the Humanities (NEH) recently granted $358,000 to the ALA Communications Department project, "Voices and Visions," a library-based reading, viewing, and discussion project on modern American poets. The 1988 project runs from May to October.

Executive Director Thomas Galvin said, "We believe that this new project, which builds on the very well-received PBS 'Voices and Visions' series and on ALA's NEH-funded 'Let's Talk About It' project, will make a significant contribution, addressing the need to revitalize the place of humanities in American society."

The project, directed by Sally Mason, aims to broaden the network of librarians and scholars working together to present humanities programming, expand the audience for these programs, and provide materials for librarians and participants. Joseph Parisi, *Poetry* magazine editor, is principal project scholar.

10 librarians chosen as ALA/USIA Book Fellows

In the second year of the ALA-United States Information Agency (USIA) Library/Book Fellows Program, 10 librarians have been selected to work abroad as Library/Book Fellows in 1988–89. The program places library and publishing professionals in institutions overseas for up to one year.

The recently selected fellows are: Randall K. Barry of the Library of Congress, who will oversee the retrospective conversion project at the American Library in Paris; Berwyn, Ill., high school librarian Valerie J. Downes, who will work with teachers and librarians in Umea, Sweden; Ione C. Auston of the Vector Biology and Control Project, who will teach at the Makerere University-East African library school in Kampala, Uganda; Ragai N. Makar of the University of Utah, who will work at the Egyptian Society for the Dissemination of University Culture and Knowledge in Cairo; and Hollins College cataloger Nancy Anne Hill, who will work at Sanaa University in North Yemen.

Also, Harvard University music librarian Catherine Davis Collins will assist in the University of Malawi library; Jane L. Hammond of Cornell University Law Library will assist in the organization of the new National Law Library in Monrovia, Liberia; Ruth A. Pagell of the University of Pennsylvania will teach at the Asian Institute of Technology in Bangkok, Thailand; Donna Taxco Tang of Pima Community College in Tucson, Ariz., will work with the Argentine National Commission for Popular Libraries in Buenos Aires; and Edwin M. Cortez of the Catholic University of America will teach at Simon Bolivar University in Caracas, Venezuela.

(Cont. next page.)

In Memoriam: ALA members recently deceased

The following are American Library Association members whose deaths have been reported to Headquarters within the past year:

Scott Adams, Louisville, Ky., Francis Adler, Philadelphia, Pa., Jeane Aichele, St. Paul, Minn., Allen Asaf, Astoria, N.Y., Lorene Ashton, Tigard, Oreg., Elizabeth Berry, Salisbury, N.C., Florence Bissett, Ottawa, Ont., Joseph Brandschain, Philadelphia, Pa., Alberta Brown, Kalamazoo, Mich., Margaret Bryant, Washington, D.C., Helen Burgess, La Jolla, Calif., Lina Carnahan, Sacramento, Calif., Mary Carter, Honolulu, Hawaii, Helen Chartres, Woodbourne, N.Y., Mary Ellen Clapper, Westwood, Mass., Fanny Clark, Pittsfield, Mass., Clara Cleaveland, Clearwater, Fla., Mary Cochran, Monroe, Ohio, May Cody, Sequim, Wash., and H. Coffield, Charlotte, N.C.

Also, Lewis Coffin, Washington, D.C., Helen Cole, Encinitas, Calif., John Mackenzie Cory, New York, N.Y., James Cox, Chicago, Ill., Mary Crozer, Collingswood, N.J., Lucile Crutcher, Athens, Ala., John Cudd, Bowling Green, Ky., Olive DeBruler, Savannah, Ga., Laurent Denis, Toronto, Ont., Louise Dewey, Liverpool, N.Y., Mary Dieterich, Montezuma, Iowa, Mary Dillon, Virginia Beach, Va., Mary Dorr, Beloit, Wis., Milimir Drazic, Victoria, Tex., Katherine Duffey, Chicago, Ill., Alice Dugas, Metairie, La., Elizabeth Dunne, Washington, D.C., Hortense Eggmann, Belleville, Ill., Janet Ellis, Port Royal, S.C., and Jacqueline Enequist, Asheville, N.C. In addition, Harold English, Barrington Hills, Ill., Judith Estes, Sulphur, La., Freddie Etter, El Paso, Tex., Richard Evensen, Reading, Mass., Mary Eyerman, Grove City, Ohio, Gisela Farber, Phoenix, Ariz., Soma Finnel, Great Neck, N.Y., Randall French, Grand Rapids, Mich., R. Garner, Ames, Iowa, Marie Goff, Wilmington, Del., Pat Goheen, Macomb, Ill., Harold Goldstein, Tallahassee, Fla., Catherine Goshkin, New York, N.Y., Mary Green, Nazareth, Ky., Ruth Grimm, Cincinnati, Ohio, Martha Guenther, Burlington, Vt., Jeanette Hagan, Glendale, Calif., Verna Hankemeier, Greenwood, Ind., Edna Hanna, Greenbrae, Calif., Hollis Harris, Belleview, Fla., and Rella Havens, Mesa, Ariz.

Also, Virginia Haviland, Rockville, Md., Geraldine Haynes, Chula Vista, Calif., Bruce High, Chattanooga, Tenn., M. Hoffman, Milwaukee, Wis., Jeanne Holmes, Sea Island, Ga., Sonia Hord, Spring, Tex., Jessie Howes, Chicago Heights, Ill., Clara Jackson, Kent, Ohio, John Jamieson, Leonia, N.J., Janet Jennings, Binghampton, N.Y., Leonard Johnson, Greensboro, N.C., Sarah Jones, Roswell, Ga., Alvin Kapusta, Silver Spring, Md., Geraldine Karling, Chicago, Ill., Mary Karrer, Dublin, Ohio, Raymond Kilpela, Atlas, Mich., Loretta Kimblin, Minneapolis, Minn., Sara King, Bradford, R.I., Mary Kinney, St. Petersburg, Fla., James Kortendick, Baltimore, Md., Elva Krogh, Monterey, Calif., and A. Kuhlman, Hopkinsville, Ky.

Also, Helene Laberge, Rancho Sante Fe, Calif., Alex Ladenson, Chicago, Ill., Richard Larson, San Mateo, Calif., Grace Lawson, Honolulu, Hawaii, Gladys Lees, Tacoma, Wash., Mary Logan, Avon, Conn., Dorothy Lord, Rye, N.Y., Marguerite Loucks, Russell, N.Y., Esther Loughin, Perry, Mich., Rose Malone, Casper, Wyo., Sarah Maret, Athens, Ga., Mary Marshall, Metairie, La., Elizabeth Mason, Greenwich, Conn., Syble Mason, Wisconsin Rapids, Wis., Mary Masterton, Windsor, Ont., Emily Mayne, St. Paul, Minn., Irene McAfee, Vancouver, B.C., Roberta McBride, Hendersonville, N.C., Margaret Meaker, Oxon Hill, Md., Elinor Metcalf, Cambridge, Mass., Kathryn Miller, Worthington, Ohio, Louisa Moore, Marion, S.C., Joy Morgan, Gaithersburg, Md., and Judith Mowery, Akron, Ohio.

In addition, Marion Mullen, Syracuse, N.Y., Esther Murbach, Park Ridge, Ill., Rozetta Passage, Banning, Calif., John Phillippsen, South Bend, Ind., Gwen Platko, Richardson, Tex., Margaret Plumb, New York, N.Y., Ruby Porter, Claremont, Calif., Irving Portman, Euclid, Ohio, Gladys Pratt, South Hadley, Mass., David Ray, Carbondale, Ill., Felix Reichmann, Ithaca, N.Y., A. Remley, New City, N.Y., R. Remley, Garrett Park, Md., Isabella Rhodes, Hightstown, N.J., V. Rosenmeyer, St. Louis, Mo., Marilyn Satterlee, Maple Valley, Wash., Cecilia Schoff, Dayton, Ohio, Elizabeth Scott, Bugettstown, Pa., Kermit Sewell, Lawrence, Kans., and R. Shakespeare, Detroit, Mich.

Also, Marjorie Shaw, Bridgewater, Mass., Joseph Shea, South Boston, Mass., Marion Sheil, Easton, Conn., Esther Shultz, Wyaconda, Mo., Addie Smith, Berkeley, Calif., Ernette Smith, Oxford., Miss., Dorothy Soderberg, Cook, Minn., Frances Starr, Racine, Wis., Irene Strieby-Shreve, W. Lafayette, Ind., K. Sturrock, Maywood, Ill., Roberta Sutton, Palatine, Ill., Ethel Swiger, Kanab, Utah, Paul Thurston, Ft. Lauderdale, Fla., and Arnold Trotier, Haiku, Hawaii. Finally, Grace Upchurch, Fayetteville, Ark., George VanCamp, Grant Jct., Colo., Erika Velten, Homewood, Ill., Harry Venneman, Washington, D.C., Sarah Wallace, Albuquerque, N.M., Doris Wells, Denver, Colo., Margaret Whiteford, Webster Grove, Mo., Fannie Wilcox, Austin, Tex., Ronald Williams, Stone Mountain, Ga., Margaret Fristoe Willis, Frankfort, Ky., Margaret Windsor, Palo Alto, Calif., Margaret Witherstine, Provincetown, Mass., Laurane Wold, Alexandria, Minn., Bernice Wood, Portland, Ore., Mildred Wyatt, Nacogdoches, Tex., Robert Yampolsky, New York, N.Y., R. Zahn, Topeka, Kans., Phyllis Zale, San Rafael, Calif., and Edwin Zygmunt, Chicago, Ill.

Library/Book Fellows Program Director Robert P. Doyle will announce the available 1989–90 positions in late December, with an April deadline for applications.

Paddington Bear contest for students in grades 3–6

"Where would you take Paddington Bear if he came to the United States?" is the question to be answered in 25 words by students in grades 3–6 who enter an essay contest this fall. The contestants are encouraged to use their libraries to research geographical locations, and librarians are invited to participate and become eligible for prizes including a trip for two to London.

Designed to promote literacy among grade school students, the essay contest is hosted by Paddington Bear and *Good Housekeeping* magazine in cooperation with the American Library Association. The August *Good Housekeeping* announces the contest and mentions the ALA fall library card sign-up campaign. Eden Toys, Inc., licensor of Paddington Bear, is coordinating additional publicity support.

The librarian of the grand prize winner will receive the trip to London as well as sets of encyclopedias and Paddington books. Librarians of the three first-place winners will be awarded home libraries including sets of encyclopedias and Paddington books, and each of the 50 state winners will be given a set of Paddington books.

For more information, write Paddington Bear/*Good Housekeeping* "Be My Guest" Contest, c/o Eden Toys, Inc., 112 W. 34th St., New York, NY 10120.

JoAnn King joins RTSD staff, Mason, Calloway promoted

JoAnn C. King, former public services librarian at the Tulsa City-County Library System, has been appointed program officer in the Resources and Technical Services Division. She began work at ALA Headquarters June 27.

King earned her BA at Carleton College, a master's in education at Goucher College, and an MLS at the University of Oklahoma. She worked at the Tulsa Area Library Cooperative before moving to the Tulsa City-County Library in 1986.

Sally Mason, project coordinator of the ALA-Carnegie Video Project, accepted the position of video and special projects director in June. Mason will continue to direct the video project that officially concludes Aug. 31 and is also directing "Voices and Visions" (see story).

Greg Calloway, cash disbursements manager in Accounting, was promoted to director of the planning and budgeting department.

Correction: Scarecrow Press, Inc., donated the $500 cash ALA Equality Award, won in 1988 by Kathleen Weibel.

ALA Washington office fax

The ALA Washington Office has installed an Omnifax telefacsimile machine; the number is 202-547-7363. The fax is set for "auto receive" so that transmissions can be received any time. Fax users should alert recipients by voice telephone to forthcoming transmissions.

McCormick, Flagg promoted to senior editors at *AL*

Two associate editors at *American Libraries* have been promoted to positions of higher responsibilities to strengthen both the efficiency of production and the editorial content of the magazine.

Edith McCormick, who joined the *AL* staff as publications assistant in 1969, has been named production director. She coordinates and evaluates production and distribution and is also responsible for daily production traffic, supplier services, and placing the advertisements in each issue. McCormick also edits Youthreach and Image.

Gordon Flagg came to *AL* as assistant editor in 1982. He was recently promoted to senior editor, articles, in charge of development, selection, editing, and presentation of major articles. He will continue to edit On My Mind; Reader Forum; and Libraries, Facetiae.

Flagg earned an MLS at Rutgers University, where he served as reference librarian in 1981–82.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

America as Story: Historical Fiction for Secondary Schools, by Elizabeth F. Howard. 156p., $15, AP:ABCDEF (0-8389-0492-0).

At the Interview, produced by the Library Video Network and distributed exclusively by ALA Video. 20 minutes, VHS, Beta, 3/4", $130 (0-8389-2088-8).

Book Bait: Detailed Notes on Adult Books Popular with Young People, 4th edition, by Elinor Walker. 176p., $10.95, AP:ABCDEF (0-8389-0491-2).

Business Serials of the U.S. Government, 2nd edition, by Priscilla C. Geahigan and Robert F. Rose. 96p., $11.95, AP:ABCDIJ (0-8389-3349-1).

Library Service for Adult Continuing Education and Independent Learning: A Guide, by Raymond K. Fisher. 116p., $19, AP: QRT (0-85365-608-8). Published by the Library Association Publishing (U.K.) and distributed exclusively in the U.S. by ALA Publishing Services. □



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Rodeane Widom, Director, Glendale Public Library, Arizona

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Library housewarmings: Dos and don'ts of dedications

How good parties open new library doors even wider

By Dennis C. Tucker

THE CAPSTONE TO A NEW or remodeled library is the dedication ceremony. Promising future service as well as celebrating an achievement, the ceremony can be as formal or informal as planners choose. However, because such occasions for celebration are few and far between for libraries, organizers should make the most of the opportunity: Pull out all the stops and make the festivities as big, and as grand, as possible.

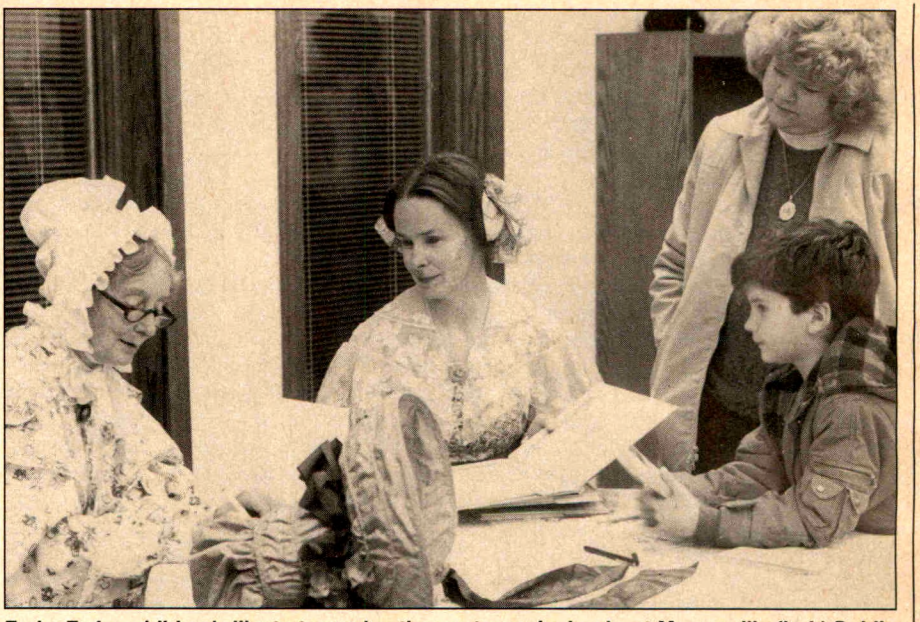
Elegance need not mean expense, though. Dedication planners may choose to celebrate economically, but should avoid any appearance of parsimoniousness or of cutting corners. Creating an impression of miserliness can harm a library's reputation.

Make a guest list

A dedication ceremony can attract new patrons to the library. Use publicity to make the general public feel welcome at the dedication. In particular, try to target people that never use the library.

Also invite everyone who is "anyone": local and county officials, state representatives, even national figures. Of course, anybody who might be even remotely connected with or interested in the library is a somebody and worth inviting. Include everyone from the new facility's architect, contractors, and vendors to library volunteers, donors, and Friends groups; representatives from library associations, the state library, and library networks; librarians and academic officers from nearby institutions; local authors; and of course, the media. When dedicating an academic library, be sure to add leaders of student government and the general student body to the guest list. Budget permitting, organizers should send formal, engraved invitations.

Dennis C. Tucker, reference and periodicals librarian at Mishawaka-Penn Public Library, Mishawaka, Ind., is the author of *From Here to There: Moving a Library* (Wyndham Hall, 1987), and directed Bethel College library from 1983 to 1987.



Tasha Tudor, children's illustrator and author, autographs books at Mooresville (Ind.) Public Library as part of its dedication celebration last spring. The new 12,000-sq.-foot library is three times larger than the Carnegie structure it replaced and cost $1 million.

Although many people might not attend, personal invitations send an important two-part message to prospective guests: 1) that the library exists and 2) that its staff cares about the invitees enough to value their presence.

Set the date

Planners must permit a breathing time between moving day and the dedication ceremony. A breather between the two allows those who worked hardest on the relocation to rest and recuperate from the physical and emotional strain they have endured.

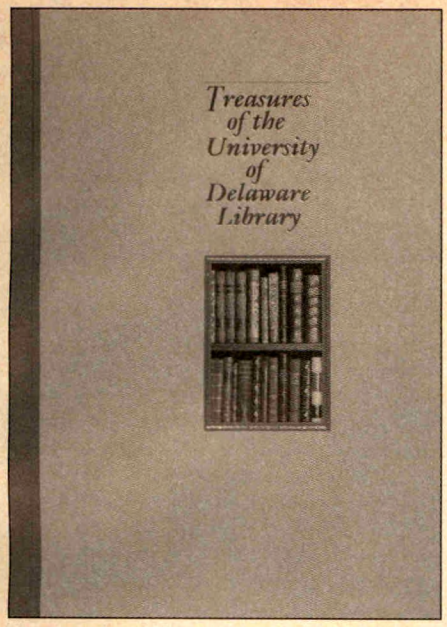
By delaying the ceremony, planners also give staff time to adjust to their new workplace, and to iron out any wrinkles in the system. Are borrowers' cards now filed in a different order or in a different location than they were in the old building? Is the periodicals collection now housed down two levels instead of up one? Because visitors will ask lots of questions on dedication day, library staffers must have time to learn the new answers.

Before putting both themselves and the library on public display, staffers can use this interval to correct any flaws or mistakes they discover after occupying the building. If books have ended up on the floor, staffers can shelve them or at least hide them in storage before the public arrives for the ceremony. Someone can mend the snag in the carpet left by the jagged wheels of the 400th dolly and replace the screws that fell out of the bottom of the chair before the mayor sits on it. Because dedication day may be the library's only day of glory until the next construction project, make sure everything is its polished best.

"...Replace the screws that fell out of the bottom of the chair before the mayor sits on it."

Delaying the dedication also gives organizers adequate time to plan the ceremony. It is a reasonably safe bet that if the staff has to concentrate on the move and dedication-day plans simultaneously, neither one will be done well. Build in extra time for unforeseen setbacks.

Conversely, don't wait so long that the



This catalog heralded a well-timed, six-month exhibit of rare Morris Library holdings coinciding with the library's October 1986 rededication. Items showcased ranged from a first edition of Hobbe's* Leviathan *to an 1895 letter from Paul Laurence Dunbar to Alice Ruth Moore.

shiny new building begins to show signs of wear: dirt spots on carpet, graffiti on furniture and walls, scuff marks from feet placed on those wonderfully low windowsills.

Plan to brainstorm

Planning something as complex as a dedication ceremony is best done by a committee. It takes several people with divergent ideas to put together a program truly representative of the library and its community. Include librarians and paraprofessionals, Friends, trustees, and a patron or two. For an academic library dedication committee, enlist faculty members, administrators, and student representatives.

The first few committee meetings should simply be brainstorming sessions. Don't discount or overrule any ideas at this stage. Anyone with any ideas at all—no matter how strange, absurd, remote, or expensive—must feel free to speak. Ideas will spark more ideas; hearing some people's ridiculous or wildly expensive notions may inspire others to suggest some brilliant and affordable alternatives.

After a few sessions, begin narrowing down the list. When only the best ideas remain, choose enough for a ceremony of reasonable length. To keep the ceremony within the bounds of human endurance, the committee may even have to discard some of their best ideas. Many otherwise impressive and inspirational ceremonies have been ruined because the planners—or the speaker—forgot that the mind can absorb only as much as the posterior can withstand.

"To keep the ceremony within the bounds of human endurance, the committee may even have to discard some of their best ideas."

When the committee has determined which ideas to incorporate, assign responsibilities to different members. One member, for example, might agree to invite the governor to be the dedication speaker and to contact alternates if necessary. Another might oversee physical arrangements—securing and placing tables and chairs, a public address system, etc. A third committee member might plan the refreshments.

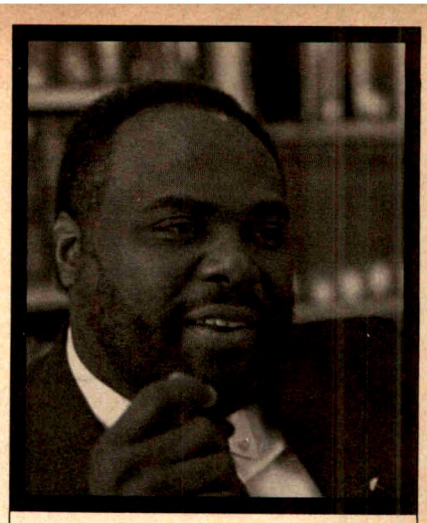
Lure the press

Spare no effort in contacting the local media—television, radio, and newspapers—about the upcoming event. In a small town, the dedication of a new library facility could be a major feature story. Even a large city newspaper might develop it into a major story if there is a sympathetic writer or editor on staff.

Some radio and television talk shows interview guests about community concerns. Seek a spot on such a show. If neither the library director nor members of the planning committee feel at ease being interviewed on the air, perhaps someone else could represent the library, such as the president of the local Friends group.

Tell the press which well-known personalities will attend and what roles the celebrities will play in the program. The local media might feel that a library dedication is unworthy of news coverage in itself, but if a VIP is to be the dedication speaker, they might reconsider.

For example, 1984 dedication ceremonies for Bethel College library, Mishawaka, Ind., attracted representatives from all three network affiliates because Governor Robert Orr was one of the speakers. Afterward, reporters bombarded him with questions about several current political issues. That evening, television news featured the dedication briefly, but also carried several additional spots of the governor discussing the issues. Bethel's fringe benefit: The col-



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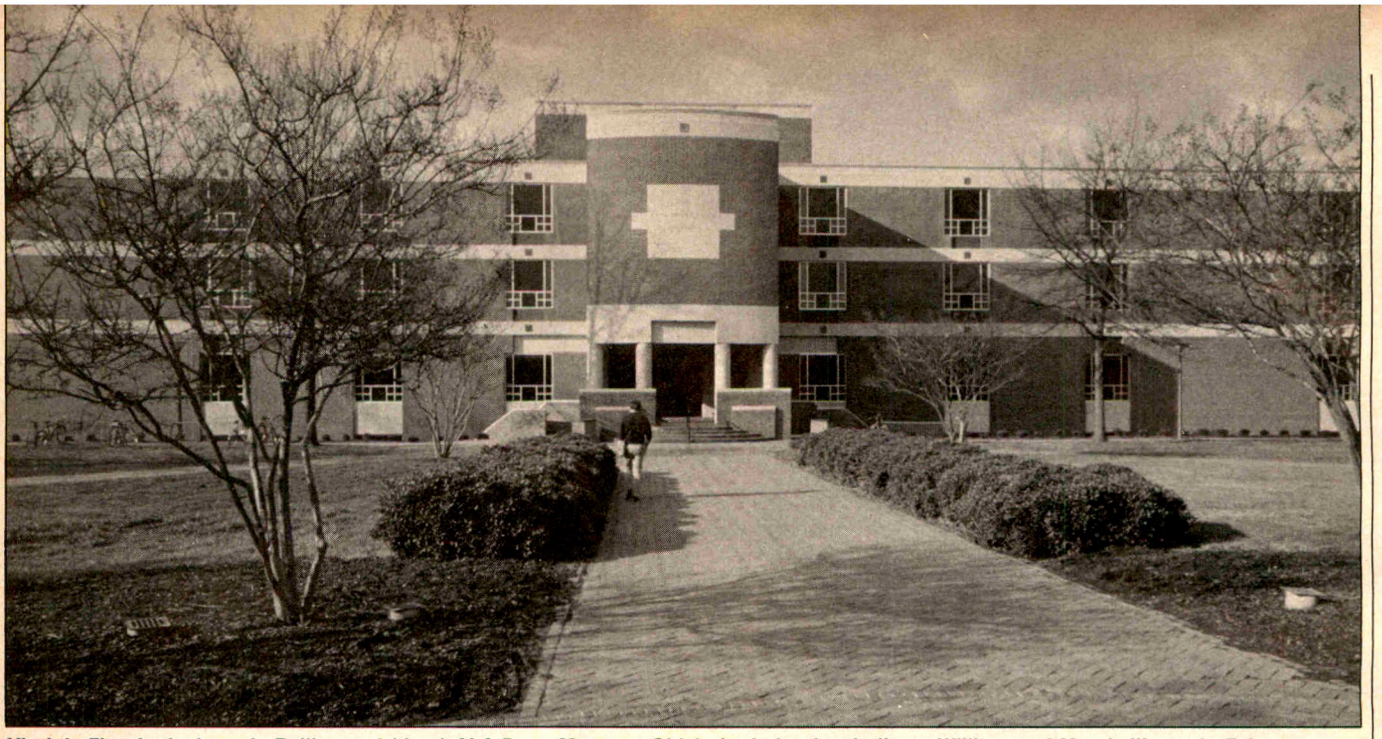
Dr. Willy Hardin, Director, Torreyson Library, University of Central Arkansas

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Virginia First Lady Jeannie Baliles and (then) ALA Pres. Margaret Chisholm helped rededicate William and Mary's library in February.

Library housewarmings

lege's new library showed up very well in the background.

Entertainment and food are two drawing cards at any ceremony. People who might not otherwise come to a library dedication might be enticed there if the entertainment appeals to them. And once they have made their first visit to the library, it's much easier to get them to return.

To increase attendance, search for entertainment with wide local appeal: a puppet show or storyhour for the children, a how-to session for adults, a popular local musical group for teens, a well-known author.

Any time there is an offer of free food or drink, there are also going to be those who abuse the privilege. Determine what kind of spread you can afford and what type of control to exercise.

Libraries that normally forbid food and drink in the building often relent on dedication day. Remember that vermin find the food equally attractive no matter how or when it gets there. If librarians allow food in the library during the dedication, they will have difficulty explaining to students a week later why they can't eat candy bars while studying there. Designate one area, preferably outside the library proper, for guests to enjoy food and drink, and restrict all refreshments to that area.

"If librarians allow food in the library during the dedication, they will have difficulty explaining to students a week later why they can't eat candy bars while studying there."

Brag a little

Dedication time is a good time for reminiscing, so find a speaker who can bring the library's history to life. When, why, and how was the library begun? By whom? What was its original location? How many other buildings has it been housed in? How many volumes were in the original collection? While accuracy is important, those who want a mere listing of facts can find it elsewhere—probably in the library's reference collection. Instead, encourage the speaker to tell anecdotes and to recall special hurdles and colorful people who helped the library overcome them.

Next, focus on the present: Why was the present construction necessary? How was the move accomplished? What will the new location mean to library services? What will the library offer now that it could not before the move?

Then, look to the future: How many volumes can this building hold at capacity and how long will it take to reach that point? What new services might be introduced? Where is technology going and how will it affect this library?

A dedication ceremony is also a time to express thankfulness and to honor those who have helped make the library what it is today. Recognize each contributor in some way, no matter how small an individual donation of time, money, or expertise might have been. But do not feel obligated to read aloud all 547 names of those who have donated five dollars; instead, list contributors in the program and publicly thank them en masse during the ceremony. While donors of large sums often get the

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David Sailors



For 10 days this spring Bakersfield, Calif., celebrated the opening of Beale Memorial Library (rt.), its new $16 million central facility. Among the attractions: ethnic dancers, comedians, and chamber musicians, who performed in the sunlit courtyard, the auditorium, and outside beneath Spanish-style overhangs.

most attention, organizers should take care to show that each donor is important.

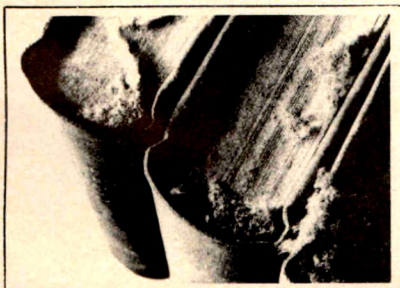
Some communities expect the ceremony to include an offering of thanks to God for the new library. A musical tribute is one of many ways for doing so.

A ribbon-cutting is a natural part of dedication day. When more than one person should receive the honor of cutting the ribbon, give each honoree a pair of scissors and have everyone cut simultaneously. Or use several ribbons, with each honored guest cutting one.

To ensure that the media gets good photos of the library, give ribbon cutters a tip from Otis Bowen, U.S. Secretary of Health and Human Services. Before cutting the ribbon in front of Bethel College's new Otis and Elizabeth Bowen Library, he quickly ducked under the ribbon and turned to face the audience, remarking, "If there's one thing I've learned from all my years in public office, it's never to turn my back to the cameras."

Visitors must have an opportunity to see the new facility, which, after all, is the whole reason for the gathering. Even patrons who have frequented the new building might like a tour; preoccupied on previous visits, they may never have explored the library's new home. Tours may be self-conducted or led by a staffer.

Conclude any dedication ceremony with an invitation to all those present to use their new library. If people go away feeling good about the dedication, they are likely to become library users—and maybe supporters. □



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Edging: Art or science?

by Charles Curran

LIBRARIANS WHO RECEIVED their professional training prior to 1949 know about edging. Those of the modern era do not, which might account for the disheveled shelves found in so many libraries today.

Edging is the final touch that is applied to a shelf of books after it is "read." Reading the shelf, or shelf-reading, involves arranging the books in proper order. For example, in Dewey, 973 comes before 974, and in LC, B comes before BF. Edging, on the other hand, is the process of lining up the spines of the shelf-read books with the front edge of the shelf. Edging provides the appearance of order.

Edging is an art; but like many of the library arts, it is also a science. While there are a number of standard edging techniques that help to make it the *science* of edging, some librarians can edge and some can not; that's what makes it an art. Some people are born edgers. Some have to learn to edge, either from formal coursework or from books like Clern's *Manual for Edgers.* Some, sadly, never learn.

Since edging is the crowning touch on a shelf-reading project, the shelf-reader should ideally be the one to experience the satisfaction of lining up the volumes. Therein lies a problem: few shelf-readers are schooled in the edging art, and few professional librarians who are accomplished edgers can be persuaded to read shelves, which is the library equivalent of KP. So most libraries display their stock in unedged postures.

Books which are not edged, regardless of whether or not they have been shelf-read, appear to be in disorder; books which are edged, regardless of whether or not they have been shelf-read, appear to be *in* order. It is even better to appear in order than to be in order. Therefore, the recommendation here is that all library shelves be edged each day.

Before discussing edging any further, it is first necessary to discredit the barbarous practice of backing. Some unschooled librarians substitute the practice of backing for the art of edging. Backing involves pushing the books from the front toward the panel in the rear of the shelving unit and *lining the books up against that backing*—hence the term: backing.

Not only does backing leave uneven rows of books, it creates uneven spaces along the front edge of the shelf. These spaces collect dust, invite debris, and look like hell.

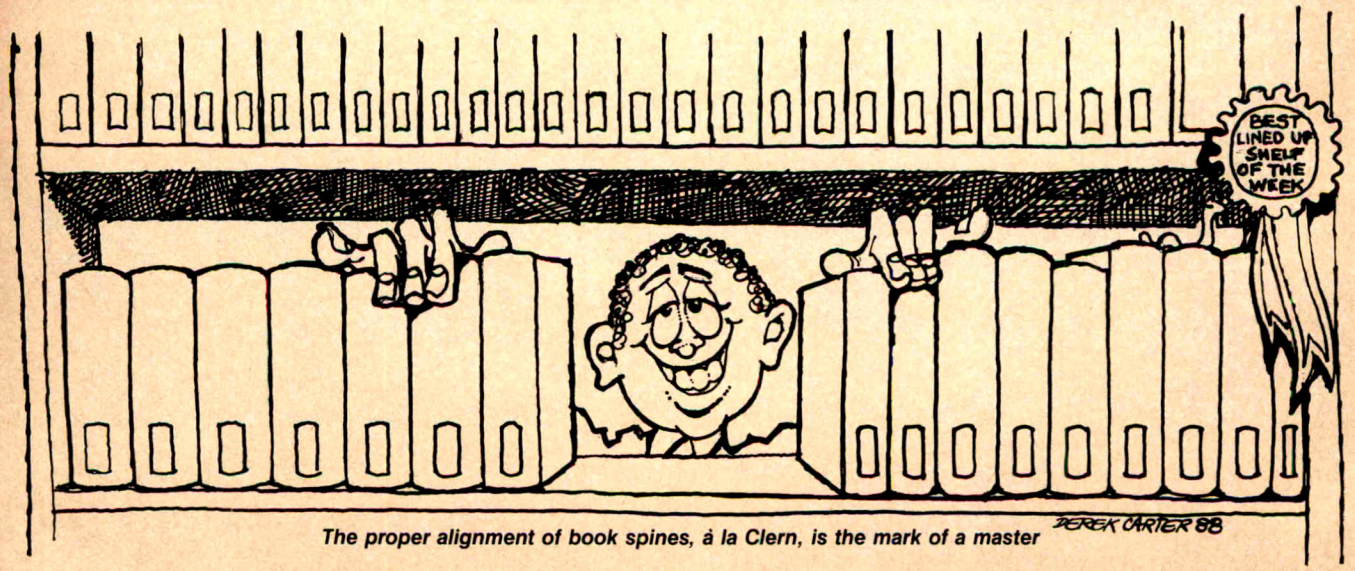
Double-edged shelves

The *Clern Manual* presents two methods for edging which can both be endorsed, with modification. Edging Technique I involves inserting one's arm behind a group of books to be edged and pulling them toward one's self. On a shelf that is three-quarters full, one inserts the arm at the vacant quarter slot (usually on the right), surrounds the disordered volumes, and draws them forward in an embrace-like motion, taking care to bring them to a posture where they protrude an inch or so beyond the front edge of the shelf. Then with a ruler one nudges the books back to a point where the spines and the shelf form precise right angles.

Technique II is identical in every way to the above, except the books are not edged by hand. They are edged in clusters of five, six, or seven volumes, depending upon the thickness of the individual books and the specifications of the edging tool. Many younger edgers favor the Gaylord 350E, which can edge seven volumes of moderate thickness in one shot. The 350E is a semi-automatic lightweight, air-cooled, battery-operated, hand-held, 20-calibre edger with a simulated wood handle and an aluminum trigger housing. Batteries are not included.

The *Clern Manual* suggests that edging be performed by pairs of edgers: one an apprentice to do the embracing and the other a senior edger to operate the 350E. They can move swiftly from shelf to shelf and from stack to stack. Clern recommends that the team repeat the edging chant: "Insert, embrace, edge; Insert, embrace, edge; Insert, embrace, etc. . . ." as they go along together. This will improve coordination and draw crowds of interested onlookers. □

Charles Curran, associate professor at the University of South Carolina College of Librarianship, addressed the problem of wimpy librarians in the Sept. 1987 *AL.*



The proper alignment of book spines, à la Clern, is the mark of a master

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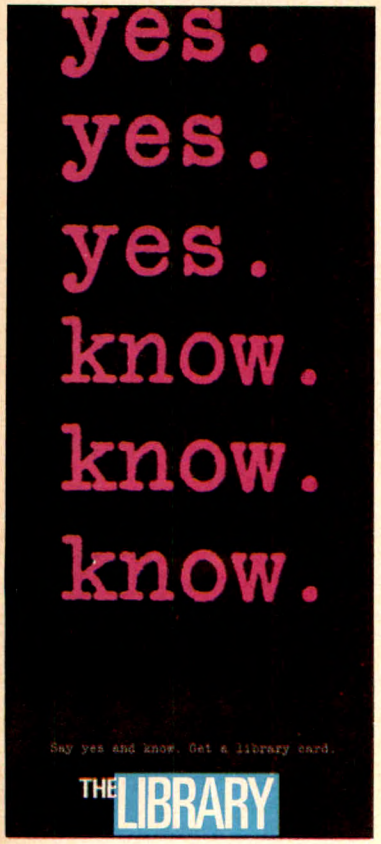
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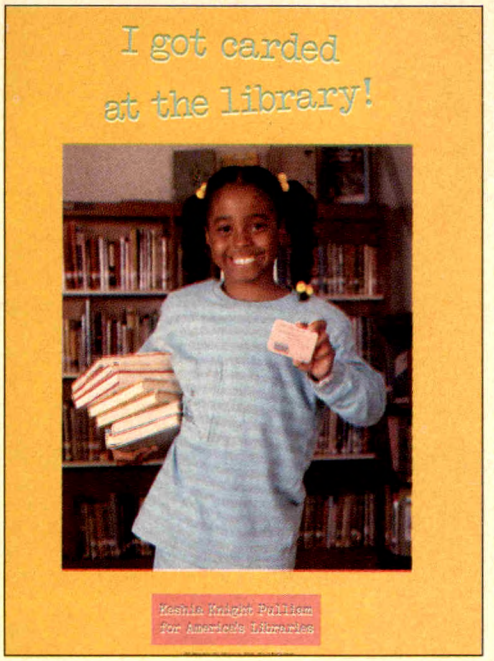
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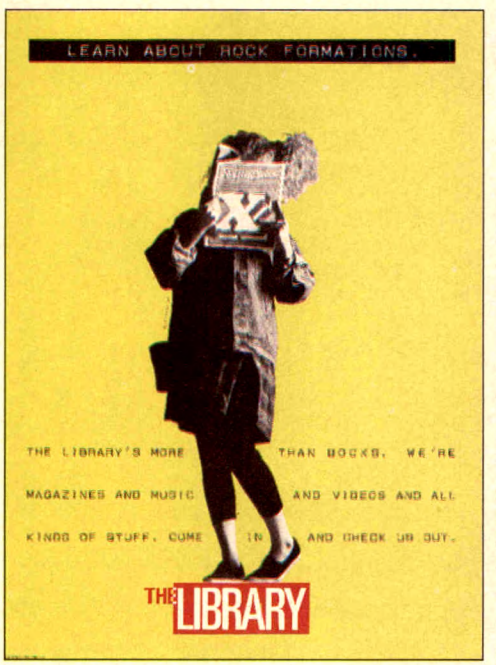
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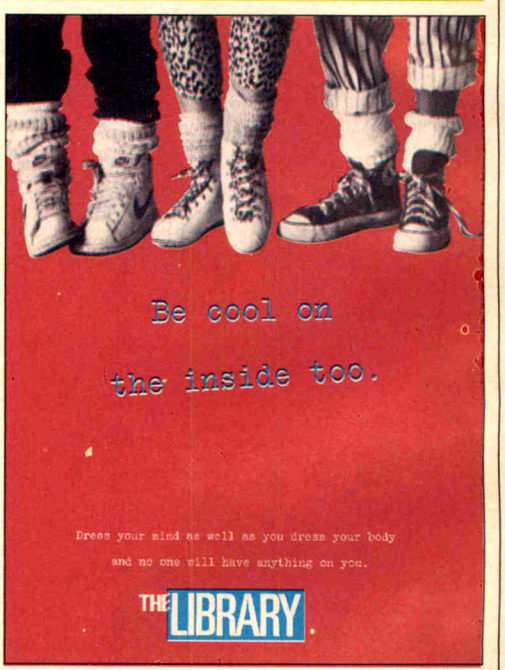
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ART FOR "SAY YES AND KNOW" campaign includes, above, an 11-by-26-inch (locker-size) banner (380) at $3; also available as bookmarks (381), $6 for pack of 200. Keshia Pulliam, top center, appears on an 18-by-24-inch poster (418).

Three theme posters are eye-catching "Straight information" (384), top rt.; and "Rock formations" and "Be cool" (383 and 382, resp.), below. Each is $4. Not shown: hot pink and black "I got carded" pins (385). A kit of three theme posters, one banner, 200 bookmarks, 50 pins, and tip sheet is $22. Order from ALA Graphics; orders of less than $20 must be prepaid.

Older children and teens new target of library card campaign

Phase II of ALA's National Library Card Sign-up Campaign begins in September with a special focus on teens and older children. J. Walter Thompson USA has contributed fresh graphics (see photos) for the continuing push to sign up every child.

"It's not enough to sign them up," said ALA Past President Margaret Chisholm. "We must help young people of all ages discover the library as a valuable source of information throughout their lives."

Corporate supporters for this phase are Sears and McDonald's restaurants (*AL*, June, p. 524). At a meeting June 24, the Reader's Digest Foundation approved a $135,000 grant for a July mailing of a free tip sheet to public and school libraries.

The campaign features a "Say yes and know. Get a library card" banner, bookmarks, and ideas for reaching out to teens. Keshia Knight Pulliam, youngest daughter Rudy on "The Bill Cosby Show," shows off her library card on a "I got carded at the library" poster.

Colorful giveaways for kids who sign up are 1 1/2-by-3/4-inch "I got carded" pins.

Other poster messages:

- "If you need straight information. About anything. We'll help you find it. No questions. No problems."
- "Learn about rock formations. The library's more than books. We're magazines and music and videos and all kinds of stuff. Come in and check us out."
- "Be cool on the inside too. Dress your mind as well as you dress your body and no one will have anything on you."

A free fact sheet about the library card sign-up campaign and order form is available from the ALA Public Information Office.

Technology helps school win Encyclopaedia Britannica prize

In spite of a severe economic climate in the Austin, Tex., area for the last two years, the Round Rock Independent School District has kept up with current technology and added automated circulation in 16 of its 25 libraries. In 1975 the district had two libraries and two librarians—today, it has 25 libraries and 28 librarians, and has been cited as having one of the two best school library-media centers in the country.

The other winner of the coveted $2,500 award sponsored by the American Association of School Librarians (AASL) and Encyclopaedia Britannica was the West Bloomfield (Mich.) School system, outside Detroit, among districts with enrollments of 2,500–10,000.

The national review committee praised Round Rock for highly skilled professional staff, solid administrative support, and for successfully integrating the media program into the operation of the school.

Nancy Jo Spaulding, director of library and media services, noted among other outstanding activities "daily delivery and check-out of computer and audiovisual hardware and software, a graphic arts lab for teacher use, and sophisticated AV systems connecting all classrooms with the media center for simultaneous live, videotape, or audio broadcasts."

West Bloomfield Schools, where Lisa Martinico coordinates the video-media program, won comment for its creative integration and promotion of reading skills. In a recent Olympic-style event 550 elementary students read more than 30,000 books to raise funds for the Special Olympics. Student video productions are carried on the school system's educational TV channel to 12,000 homes.

At the Round Rock presentations June 9, E.B. Educational Corporation President Joseph Elliott presented the award. Also present for the celebration was AASL President Karen Whitney.



BRANCHES CELEBRATE SUMMER SAFARI for the summer reading program at Birmingham/Jefferson County Public Libraries in Birmingham, Alabama. Different libraries have picked up the theme in various ways: some use pith helmets, live birds, and plants; others create a jungle setting by working with papier mâché, paint, and photographs.

Children received guides for their safari that set goals for summer reading. Those meeting their goal receive a certificate of achievement and a coupon book, containing special discount coupons for local museums, zoos, and gift shops.



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Library Video Magazine subscribers write:

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"Very enjoyable. [We] use it at monthly staff meetings as continuing education and updating new technology."

Susan Kendall
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Eaton, Ohio

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the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

librarian's library

Small is beautiful. The charm and challenge of librarianship in small libraries is being a generalist *and* a quick study on any aspect of work—from preservation to automation—that arises. Two new books on small libraries may help librarians in such environments.

• Bill Katz has gathered original contributions from 34 authors on subjects ranging from Friends of the library to microcomputers and automation in *The How-to-do-it Manual for Small Libraries*. It covers public, college, two-year, school, and special libraries. 376 p., $39.95 from Neal-Schuman Publishers, 23 Leonard St., New York, NY 10013 (1-55570-016-0).

• Oryx Press has published the *Handbook for Small, Rural, and Emerging Public Libraries*, coauthored by Anne Gervasi and Betty Kay Steibt. In addition to chapters on predictably important topics such as cooperative services, programming, and fund raising, the book also includes sample forms and a sample community survey. 192 p., $27.50, from Oryx Press, 2214 N. Central at Encanto, Phoenix, AR 85004-1483 (0-89774-303-2).

Personal witness. Many books concerned with the practice of librarianship have been published, but precious little "personal witness." So says David Gerard, retired City Librarian of Nottingham and author of *Shrieking Silence: A Library Landscape*, one of Scarecrow Press' librarian autobiographies.

Gerard's autobiography contains transcripts of interviews he conducted with Dame Rebecca West, Alan Sillitoe, and friends and family of D.H. Lawrence, as well as his own observations about a life spent as a "keeper of books."

Shrieking Silence, 297 p., $29.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2069-2, 87-32248). Other volumes in the series include Mary Virginia Gaver's *A Braided Cord: Memoirs of a School Librarian*, 253 p., $25 (0-8108-2032-3, 87-12738), and Martha Boaz' *Librarian/Library Educator: An Autobiography and Planning for the Future*, 322 p., $27.50 (0-8108-1988-0, 87-4349).

Consider the alternatives. Sanford Berman and James P. Danky have edited *Alternative Library Literature, 1986/1987 A Biennial Anthology*. In a prefatory letter to readers, the editors use the words "passionate, unusual and refreshing" to describe the contents; and they neither lie nor overstate the matter. Check out the adventures of cartoon character Morty the Dog in library school if you have any doubts, or the special section on Central America, or the sections on Alternatives, Women, or Nukes/Peace. 285 p., $35 plus $2 shipping from McFarland & Co., Inc., POB 611, Jefferson, NC 28640 (0-89959-234-2, 84-646841).



***Jackie Urbanovic's cartoon illustrates the "Work" section of* Alternative Library Literature.**

Third World librarianship. *Librarianship: A Third World Perspective* argues that the conceptual basis for librarianship and information studies in developed nations cannot be blindly applied to nations and regions struggling with underdevelopment. Author Rosario Gassol de Horowitz, professor of library science at Simon Bolivar University, Caracas, Venezuela, also outlines a training program for Third World librarians. Raynard Swank, who wrote the book's foreword, recommends the work to all librarians as the "first effort to rationalize library and information studies world-wide. . . ." 160 p., $37.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-25507-5).

young people

Reading readiness. The *Read Along With Me* series is, according to publisher Checkerboard Press, the first series to bridge the gap between picture books and beginning readers by featuring picture/word reading. The books are said to help develop sight vocabulary and teach word recognition.

The initial series features eight books—five classic tales and three new stories: *The Gingerbread Boy*; *The Little Red Hen*; *The Three Bears*; *The Tale of Peter Rabbit*; *Move Over, Rover*; *Happy Birthday, Roger*; *Elsie's Clean Day;* and *Henny Penny.* Each hardcover book sells for $1.29. Checkerboard Press, 866 Third Ave., New York, NY 10022.

Comic books BRIDGE the reading gap. Libraries can obtain low-cost comic books for use in reading programs through BRIDGE (Better Reading Incentives Develop Growth and Enrichment).

BRIDGE is primarily a distributor of remainder copies of small press comic books (ranging from superhero and science-fiction titles to nonfiction comics such as *The Comic History of the Universe* and *I Saw It*, a survivor's true account of Hiroshima), which it sells for 30¢ to 65¢ apiece; but the company also offers fantasy t-shirts, posters, outreach fliers, public relations kits for schools and libraries, and other materials. For a free catalog write BRIDGE, 952 Virginia Lane, Elmhurst, IL 60126.



A sample of the comic-book materials available from BRIDGE for library reading programs.

Booksharing: *101 Programs to Use with Preschoolers* collects storytime programs developed by author Margaret Read MacDonald in the course of her work as a children's librarian and storyteller. MacDonald recommends that readers use her programs "as guides and suggestions rather than reproduce them just as they are," adding their own favorite books, songs, poems, and activities.

The program topics range from science

("How Things Work," "Exploring Our Senses") and animals ("Mice Are Nice," "Problem Pups") to seasons and holidays. MacDonald also offers programming advice, musical notations for songs, and a bibliography of titles mentioned in the programs. 251 p., $32.50 from Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (0-208-02159-0, 87-35777).

special services

Unequal opportunity. A February 1986 congress for librarians held by the St. John's University library school focused on that segment of the population whose access to information is limited, such as young people, the elderly, the disabled, and people in the third world. *Unequal Access to Information Resources: Problems and Needs of the World's Information Poor,* edited by Jovian P. Lang, includes the proceedings of the congress and several additional articles. Specific topics covered in the 25 papers include the relationship of information and poverty, the U.S. telecommunications policy, the gifted adolescent, the adult illiterate, librarians' attitudes toward the disabled, and government control of information.

Appendixes include the Office of Management and Budget's Circular no. A-130 on the management of federal information resources, a chronology of government restrictions placed on information from 1981 through 1986, ALA responses to that circular, and a classified bibliography. 249 p., paper, $35 plus shipping from Pierian Press, POB 1808, Ann Arbor, MI 48106 (0-87650-239-7, 87-34577).

Senior center directory. The *NCOA Directory of Senior Centers: Northeast Region* is the first of six volumes from the National Council on Aging that will list facilities across the nation.

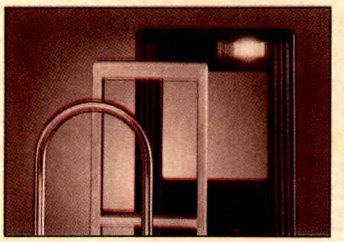
The first volume covers 12 states from New England to Virginia and the District of Columbia. Entries are arranged alphabetically by state, by city within each state, and, finally, by the name of each facility within the city. The listings include such information as name and address of the facility, contact person, organizational structure, area served, hours, staff, and facilities and services available. All facilities are listed by name in a single alphabet in the appendix.

The 407-page paperback is $49.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-349-0). The remaining volumes are to be released between July and October of this year.

Funding sources. Author Steven B. Mendelsohn feels that while great strides have been made in the 1980s in providing access to information for the handicapped, lack of funding often makes that information unavailable. In *Financing Adaptive Technology: A Guide to Sources and Strategies for Blind and*

Tired of making "permanent loans?"

Your collection is dwindling. Every book, periodical, record, tape, CD and piece of microfilm that "walks" costs you money—*if* the stolen article can be replaced at all. And the situation is getting worse.



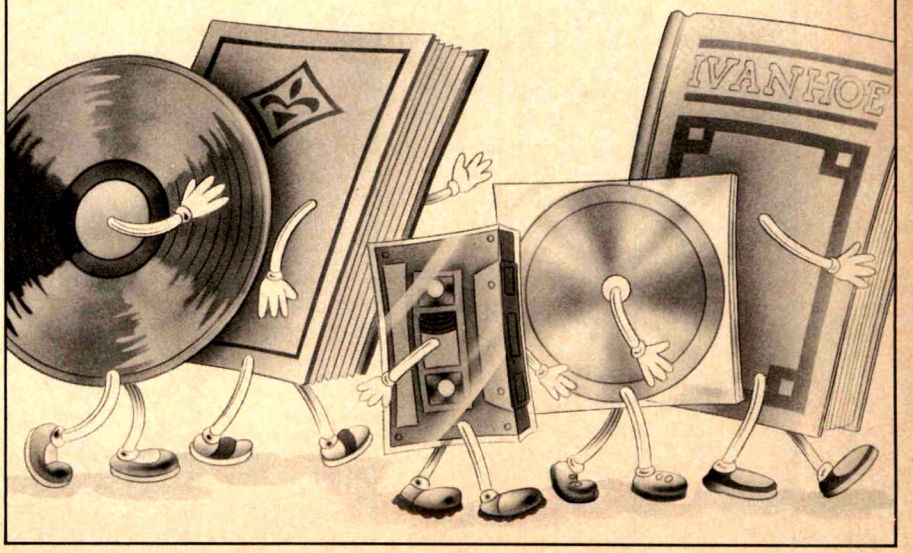
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Visually Impaired Users, Mendelsohn describes his personal experience in acquiring funding from numerous sources, such as federal and state vocational rehabilitation programs, the Social Security Administration, banks and other lenders, the educational system, and other special agencies.

The 152-page, spiral-bound paperback is $20 plus $1.25 shipping from Smiling Interface, POB 2792, Church Street Station, New York, NY 10008-2792 (0-944249-00-0, 87-90669).

Guidelines for service. The Roundtable for Libraries Serving Special Populations (RLSP) of the New York Library Association has developed *Guidelines for Libraries Serving Persons with a Hearing Impairment or a Visual Impairment*. Each section contains a general mission statement followed by more specific policy statements. Two questionnaires are included as self-assessment vehicles for libraries serving the hearing- and visually-impaired.

The 31-page spiral-bound paperback (0-931658-21-7) is $5; a version on audiocassette is $4; both for $8 from RLSP, c/o Bruce Massis, Cassette Library, Jewish Guild for the Blind, 15 W. 65th St., New York, NY 10023.

Braille computer aid. Brown Disc, with assistance from the University of Northern Colorado and the Colorado State School for the Deaf and Blind in Colorado Springs, has developed computer disks with special labels and packaging for the visually impaired. Each box of 10 diskettes contains a technical description in braille of the contents, while each individual disk is labelled in braille. Diskette sleeves have handling instructions in braille. The box also contains a kit for the user to create labels for homemade programs using a braille typewriter.

A case of 100 5¼-inch double-sided, double-density diskettes is $70. For further information, contact Lowell Bell, Brown Disc, 1110 Chapel Hills Dr., Colorado Springs, CO 80920.

Chicano studies. The Chicano Studies Library at the University of California, Berkeley has been chosen as the official repository of the archives of Bibliotecas Para La Genta, the REFORMA (National Association to Promote Library Services to the Spanish Speaking) affiliate in Northern California. The library's special collections already include The Richard and Gloria Santillan Collection, The Antonio Hernandez Collection, The Ernesto Galarza Alviso Collection, and The Southwest Network Collection.

Senior sources. The first edition of the *Encyclopedia of Senior Citizens Information Sources*, edited by Paul Wasserman, Barbara Koehler, and Yvonne Lev, contains approximately 13,500 citations on nearly 300 subjects about the elderly or of interest to them, ranging from "abused elderly" and "activity planning" to "volunteerism" and "welfare."

The extensively cross-referenced directory encompasses 13 kinds of sources, including abstracting services and indexes, bibliographies, directories, handbooks and manuals, legal works, online databases, and periodicals. Entries are arranged by subject and subdivided by type of source. Citations for publications include complete bibliographic information and those for organizations include addresses. 505 p., $140 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-2192-0, 87-19797).

women



Sisters in the seventies. *On the Move: American Women in the 1970s* is billed as "the first historical analysis of the impact women had upon this important period." Author Winifred D. Wandersee uses unpublished primary sources and interviews with participants in the decade's events to depict the women's movement's two factions: the liberal "reformers," represented by within-the-system groups such as the National Organization for Women, and the "radicals," with origins in the New Left. 259 p., $19.95 cloth (0-8057-9909-5), $9.95 paper (0-8057-9910-9) from G.K. Hall, 70 Lincoln St., Boston, MA 02111 (87-29050).

Alternatives from Auntie. *Aunt Edna's Reading List* is a new monthly review of alternative books for women. The newsletter's goal is "to connect feminist readers with the works of authors and publishers which, for the most part, haven't received mainstream publicity."

Each four-page issue reviews a half-dozen titles on women's studies, social issues, and other areas, as well as feminist novels and "just good reads."

Annual subscriptions are $10; a free sample copy is available from *Aunt Edna's Reading List*, 2002-H-30 Hunnewell, Honolulu, HI 96822.

NYC women's collections. Over 171 library collections on women, ranging from New York Public's vast research holdings to small specialized collections, are described in *Library and Information Sources on Women: A Guide to Collections in the Greater New York Area*.

Among the libraries included are academic institutions (from Adelphi University to Yeshiva University); ethnic collections (the Hispanic Society of America, the Jewish Women's Resource Center); special libraries (Planned Parenthood, the Amalgamated Clothing and Textile Workers Union); nonprint collections (the tiny Women Make Movies collection, which consists of 50 videotapes and 55 films); and personal collections (photojournalist Bettye Lane's visual archive of the women's movement since 1969).

Entries give an address, phone number, and contact person; access privileges and hours; a description of the collection and a breakdown of holdings by format; and other information.

The 257-page paperback, compiled by members of the Women's Resources Group of the local chapter of ACRL and by the City University of New York's Center for the Study of Women and Society, is $12.95 from the Feminist Press at the City University of New York, 311 E. 94th St., New York, NY 10128 (0-935312-88-9, 87-35068).

Financial aid for women students is detailed in a publication compiled by the Association of American Colleges' Project on the Status and Education of Women. The new fourth edition of *Financial Aid: A Partial List of Resources for Women* lists some 60 scholarships, grants, loans, and other programs, most geared specifically for women.

The 18-page booklet also offers information on different types of colleges and universities, ways to find out about financial aid sources on campus and in the community, hints on getting credit for former courses and "life experiences," and tips on applying for aid. A resource list describes 68 books and pamphlets to help students find aid. $3.50 prepaid (quantity rates available) from AAC/PSEW, 1818 R. St., N.W., Washington, DC 20009.

Oregon's holdings. *Holdings of the Women's Center Library at Oregon State University* lists the nearly 1,200 titles in the collection by author, title, and subject areas (from anthologies and anthropology to sexuality and the women's movement).

The 276-page paperback, no. 21 in the school's Kerr Library Bibliographic Series, is $6.95 plus $2 shipping from the Oregon State University Press, Waldo Hall 101, Corvallis, OR 97331-6407 (0-87071-281-0).

Talkin' 'bout tenure. Although more women are being hired for college faculty positions than ever before, they have yet to be granted tenure in equal proportions to men; only 46 percent of women faculty at doctoral institutions have tenure, compared to 73 percent of the men, and the rate of increase for tenured men has been greater than that of women.

A booklet designed to help women faculty

TWO NEW VIDEOS



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with Jane Greenfield

Videocassette. 30 minutes. 1987. ISBN 0-8242-0760-2. Color/VHS/ Hi-Fi, with *Viewer's Guide*. $89 U.S. and Canada, $99 other countries.

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Now, there is an inexpensive alternative to costly rebinding and high-priced preservation: *Do It Yourself!* Designed especially for librarians and archivists, *BASIC BOOK REPAIR with Jane Greenfield* is a step-by-step video guide to the types of repair and maintenance you can do yourself—easily and inexpensively!

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- Restoring flapping book spines.

The *Viewer's Guide* which accompanies the video provides detailed instructions for each of the repair procedures illustrated on the tape.

Also of Interest

Books:

Their Care and Repair

By Jane Greenfield. 204pp. 1984. ISBN 0-8242-0695-9. $30 U.S. and Canada, $35 other countries.

Offering step-by-step instructions for more than twenty book and page repairs, this handbook also includes information on pamphlet binding, exhibition techniques, and setting up a small bindery.

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members at the State University of New York at Albany receive tenure also offers valuable advice for women at other institutions. The 20-page guide focuses on tenure as a process, covering such considerations as obtaining information on the process, making connections, scholarship, teaching, service, and personal presentation.

Women and Tenure at Albany: A Guide for Faculty is $5 (quantity rates available) from the Office of Affirmative Action, AD 301, University at Albany, Albany, NY 12222 (make checks payable to the State University of New York).

bibliography

Television and Ethics is a guide to published materials in the fast-growing field of media ethics. Editor Thomas W. Cooper lists 1,171 diverse books and articles, half published within the past 20 years (including entries on coverage of such recent events as Gary Hart's presidential campaign and the Challenger disaster) and one-third with annotations.

Following five prefatory bibliographies on classical, professional, communication, journalism, and educational ethics, the main listing is organized by such topics as advertising, entertainment, news, regulations, political coverage, and effects on children. Among the concerns addressed by the entries are invasion of privacy, free speech, the effects of violent programming, sensationalism, and pornography. Indexed by author and subject. 256 p., $45 from G.K. Hall, 70 Lincoln St., Boston, MA 02111 (0-8161-8966-8, 88-7206).

A sci-tech core collection for college libraries is identified by Russell Powell and James R. Powell, Jr., in *Core List of Books and Journals in Science and Technology*. They recommend over 700 recently published books and an equal number of journals in the fields of agriculture, astonomy, biology, chemistry, computer science, engineering, geology, mathematics, and physics.

Entries for the books give the author or editor, publisher, date, price, and other data, as well as an annotation describing the content. Journal entries list the publisher or sponsoring institution, frequency, price, and date of initial publication. Includes author, title, and subject indexes. 134 p., $35 in North America, $42 elsewhere from Oryx Press, 2214 N. Central, Phoenix, AZ 85004 (0-89774-275-3, 87-10970).

Educating the Gifted: *A Sourcebook* combines some 2,000 bibliographic citations with an overview of the theoretical and practical aspects of the field.

Authors M. Jean Greenlaw and Margaret E. McIntosh begin with an historical look at gifted education and an examination of the characteristics of gifted children. Other chap-

QUICK BIZ: Recent books on business and economics topics

MARKETING SOURCES

Marketing is important for all businesses, from the entrepreneur looking for venture capital to the established firm. A business may use marketing techniques to protect market share in today's competitive environment, to improve sales, or to breathe new life into an established product. This list is a sample of the wide range of books available on the subject of marketing.

Bizzarro, Daniel, editor. *Editor & Publisher Market Guide.* Editor & Publisher Co., 1988. $70 (0362-1200).

This guide includes information on all U.S. and Canadian cities that have daily newspapers. It provides demographics on both people and businesses, information that can give marketing managers a snapshot of market share potential, competition, and advertising potential.

Goldstucker, Jac L. *Marketing Information: A Professional Reference Guide.* 2nd ed. 1987, Georgia State University. $85 (0-88406-195-7).

A section in this guide lists major marketing associations and organizations which can help users to locate possible channels for getting information. A second section includes published works covering many aspects of marketing. The work can guide users to specific books, as well as being used as a collection development tool.

Hertz, David Bendel. *The Expert Executive.* Wiley, 1988. $19.95 (0-471-89677-2).

Following an overview of artificial intelligence concepts, this book explains the use of these concepts in creating expert systems for business management functions. These expert systems can give marketing managers access to knowledge that would otherwise take an entire career to develop, and aid in decisions on pricing, distribution, and product mix.

Lazarus, George. *Marketing Immunity.* Dow Jones–Irwin, 1988. $19.95 (0-87094-949-7).

The thesis explored in this book is that consumers have developed an immunity to many of the marketing strategies in use today, including promotional strategies, pricing strategies, and distribution strategies. Lazurus first explores this trend and then details some ideas that may help create new marketing strategies and tactics.

McHatton, Robert J. *Total Telemarketing.* Wiley, 1988. $24.95 (0-471-62754-2).

Presents analytical information on the latest equipment and telephone service options available for telemarketing. Includes chapters on preparing telephone scripts, telephone language and etiquette, and telemarketing ethics.

PTS PROMT Database. Predicasts Inc. Call 800-321-6388 for price information.

An online database covering current business news from trade and business journals, newspapers, news releases, annual reports, and industry studies. Informative abstracts give the gist of the article, and often include a summary table of data from the original article. An excellent source for up-to-the-minute information on competitors, industries, and general market trends.

Robinson, Larry M. and Roy D. Adler. *Marketing Megaworks.* Praeger, 1987. $39.95 (0-275-92318-5).

Robinson and Adler present the top 150 books and articles on marketing. Some inclusions were based upon citation analysis, some were chosen because of the awards they have won, and some represent the authors' own choices. Each work is referenced and a three-to-four paragraph summary is given. This is another source that will help library users in their information search and also be useful as a collection development tool.

Ken Peabody,
information specialist,
AT&T Bell Laboratories

Item of the Month

Business Rankings and Salaries Index. Gale, 1988. $140 (0-8103-1827-X).

This is an annotated bibliographic guide to more than 8,000 entries that rank businesses, products, and salaries in different ways. Listings are taken from "over 1,000 periodicals, newspapers, financial services, statistical serials, directories, and books." The book covers rankings under a wide assortment of topics, from broad (e.g., "Stocks") to specific (e.g., "Athens Stock Exchanges"). Each entry specifies the subject under which items are ranked, the total number of items ranked, the top-ranked items, and the source of information. A unique reference guide, the *Index* represents the research efforts of a large team of librarians at the Business Section of the Brooklyn Public Library.

Priscilla C. Geahigan,
column editor

Contest 89: Librarians in the Media

The ALA Public Information Office and American Libraries magazine will offer prizes to library staff who place the best stories about librarians during 1989--ALA's "Year of the Librarian."

Prizes will be awarded for placing the best news or feature story (including photo stories) about a librarian or librarians in general in local non-library media. Stories may cover job and/or personal life, hobbies (e.g., parachutist, judo expert). Entries will be judged on content, not length.

Winning stories must add to the public's understanding of who librarians are and what they do and portray librarianship as an attractive career.

First, second, and third prizes will be awarded in five divisions: television, radio, daily newspaper, weekly newspaper, magazine.

Prizes will be gift certificates for ALA Graphics: first prize, $100; second prize, $50; third prize, $25. Each winning librarian will also receive a one-year subscription to PR Activity Report.

Media running the coverage will receive certificates.

A $1,000 grand prize will be awarded for quality and consistency of coverage throughout the year.

The contest is open to staff of all types of libraries.

Send original clipping of story or tape of broadcast (cassette for radio; 1/2-inch VHS for television), plus transcript, if possible, and estimate of the media's circulation/audience, to:

Librarians in the Media Contest
Public Information Office
American Library Association
50 E. Huron St.
Chicago, IL 60611.

All entries become property of ALA.

Stories placed throughout 1989 are eligible.

Deadline for entries: January 15, 1990.
Winners announced: March 1, 1990.

Librarians in the Media Contest Entry Form

Name of person submitting entry:

_____

Title: _____

Name of library: _____

_____

Address: _____

_____

_____

How placement was made:

_____

_____

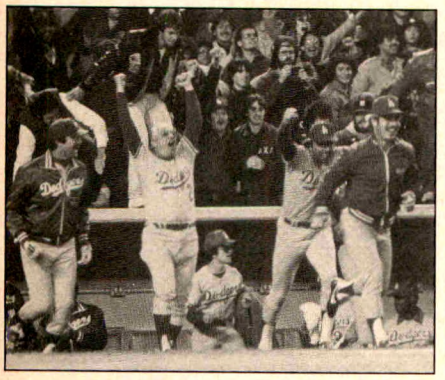
_____

Enclose original news release or other documentation, if available.

Estimated circulation/audience:

_____

ters deal with identification of the gifted; counseling, programming, and curriculum for the gifted; education for teachers of the gifted; and the needs of parents of gifted children. Appendixes include tables depicting state programs and funding and evaluations of curriculum materials. Indexed by subject. 512 p., $45 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0483-1, 87-26915).



The Los Angeles Dodgers (shown here after their 1981 World Series victory) are the subject of the first volume in Meckler's new Sports Teams and Players bibliography series. *The Dodgers Bibliography*, by Myron J. Smith, Jr., cites 1,697 books, non-newspaper articles, and other publications going back to the team's origins in Brooklyn. Items range from general baseball reference works with information on the Dodgers to articles on individual players. Author index. 153 p., $29.95 from Meckler Corp., 11 Ferry Lane West, Westport, CT 06880 (0-88736-206-0, 87-11249).

Lesbianism literature. Aimed primarily at social workers and those in other helping professions, *Lesbianism: An Annotated Bibliography and Guide to the Literature, 1976–1986* describes over 350 nonfiction books, articles, and other items. The materials have been drawn from a wide range of disciplines, including social work, psychology, medicine, law, women's studies, literature, and history.

Entries are grouped under such topics as the individual lesbian, minorities within a minority (lesbians of color, older and younger lesbians, rural lesbians, etc.), lesbian families, oppression, and health. Author Dolores J. Maggiore also provides an essay reviewing the literature in each area and a listing of bookstores and periodicals. Includes author and title indexes. 156 p., $18.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2048-X, 87-20613).

Religion readings. More than 300 English-language publications, from the *African Theological Journal* through *Zygon*, are listed by Eugene C. Fieg, Jr., in *Religious Journals and Serials: An Analytical Guide*.

The listings begin with general areas such as the history of religion, primal religions, spiritualism, and religion and society. Subsequent chapters cover specific religions, including Eastern religions, Judaism, Christianity, and Islam. Entries include bibliographic, ordering, and manuscript-submission information as well as a descriptive and evaluative annotation. Includes geographic, title, publisher, and subject indexes.

No. 13 in the "Annotated Bibliographies of Serials: A Subject Approach" series, the 232-page book is $45 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24513-4, 87-32276).

info briefs

Database searching text. In his expanded and updated second edition of *Online Reference and Information Retrieval,* author Roger C. Palmer provides an introduction to commercial online data-retrieval systems for both students and professional librarians.

After giving an overview of the development of online services from the 1950s through the 1980s, Palmer discusses database producers and explains how files are built. He introduces the student to Boolean logic, truncation, proximity operators, keyword searching, controlled vocabulary, strategy development, and the client interview. After covering the four major systems (BRS, Orbit, Wilsonline, and Dialog), Palmer discusses the three major services for end users (Dow Jones, CompuServe, and the Source).

The 189-page paperback includes exercises, illustrations, search problems, and examples, and an appendix gives some suggestions for teaching. $25 ($30 foreign) from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-536-9, 87-29713).

Online search strategies. The 19 essays in the *Manual of Online Search Strategies* are intended for experienced searchers who occasionally must perform searches outside their areas of expertise. After some general guidelines for developing search strategies by editors C. J. Armstrong and J. A. Large, the bulk of the text gives suggestions and many sample searches for specific subject areas such as biological sciences, health sciences, social sciences, and humanities. Law and business are given separate treatments for North America and for Europe.

Other topics covered are citation indexes, systems and databases for home and office use, databases for quick-reference, and electronic journals. A grid in the appendix charts all the databases mentioned in the manual and the systems on which each is available. 831 p., $57.50 from G. K. Hall, 70 Lincoln St., Boston, MA 02111-2685 (0-8161-1885-X, 87-22882).

The Laserdisk Professional is a new bimonthly journal from Online Inc. devoted to the practical, "how-to" aspects of selecting and using the medium and aimed at helping professional library staff choose correctly, avoid mistakes, keep updated, share the experiences of others, and understand the technology. The journal will feature product reviews and comparisons, directories, charts, suggestions, and surveys of CD-ROM applications and related technology including videodisks, WORMs, and DV-I (Digital Video Interactive).

One-year (six-issue) subscriptions are $78 from *The Laserdisk Professional,* 11 Tannery Lane, Weston, CT 06883.

End-user searching. *Online Searching for End Users: An Information Sourcebook,* by Fred Batt, is a selective bibliography containing over 450 annotated citations of books, reports, and journal articles.

Chapter one gives background on computer searching by intermediaries and lists general materials, while chapter two focuses more specifically on searching by the end user. Chapter three deals with such topics as equipment, vendors, search strategies, and ergonomics; and a final chapter suggests a core library collection on end-user searching, consisting mainly of citations that have been listed in previous sections. Includes author, title, and subject indexes.

The first volume in the Oryx Sourcebook Series in Computer and Information Science, the 116-page bibliography is $37.50 plus shipping from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-394-6, 87-32443).

Computer networks. Author Marlyn Kemper has put together an overview of the technical and human issues that arise in setting up a local area network (LAN) for a library in *Networking: Choosing a LAN Path to Interconnection.* Topics covered include strategies for computer communications, trends and issues, methodologies, planning and design, and staff training and development. Tables, maps, and figures illustrate the 279-page text, which includes a bibliography, glossary, and index. $37.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2031-5, 87-12907).

Do-it-yourself databases. In *Database Design for Information Retrieval,* author Raya Fidel discusses the analysis stage of designing a new database for which no prototype exists and for which structure of the information flow is unknown.

Striving to use nontechnical and jargon-free language without oversimplifying concepts and ideas, Fidel presents a step-by-step approach to database design. She first introduces the subject and lays the groundwork for the significance of the conceptual approach, the levels of design, and manual and computerized databases; then she discusses methods of collecting user requirements, requirements analysis, data and operations dictionaries, the entity-relationship model, the integration of schemata, preparation for data collection, and evaluation. 232 p., $29.95 plus shipping from John Wiley & Sons, One Wiley Dr., Somerset, NJ 08873 (0-471-82786-X, 87-12967). □

bulletin board

A CHECKLIST OF RECENT ANNOUNCEMENTS






Governor cum end user . . . booksale buddies . . . painting a patron . . . library school spirit

Cheers!

☐ Maine Gov. John R. McKernan, Jr., became an advance end user in May of a system that will link the **Univ. of Maine** campuses and form the basis for a statewide network. In the foreground above, the Gov punches out a citation for onlookers, who include Elaine M. Albright, rt., director of UM libraries. Suppliers are Digital Equipment and Innovative Interfaces.

☐ Check out these numbers from the **Friends of the Houston PL** 10th Annual Booksale in spring: $39,003 in sales from 4,029 customers sorting through some 50,000 books—thanks to the efforts of 115 volunteers working 1,711 hours. Above, Friends Board Member Wayne Luckett with two young browsers.

☐ Mauling with makeup on the mall (above) made for good children's services publicity in May, when some 20 **Chicago suburban libraries** put on a Children's Book Festival. Events included two days of hourly storytelling, reports Mary Rodne of Bloomington PL.

☐ The Student Organization of the **Florida State Univ. library school** was recently chosen out of 60 campus organizations as Outstanding Student Organization of 1988. The group sponsors both social and professional activities. Pictured from left, above, are faculty advisor Charles Conaway, and officers Trip Wyckoff, Nina Pobjecky, Sybil Turner, and Alan Kornblau. Thanks to alumna and media specialist Donna Heald for the tip.

☐ **Anniversaries: Rosary College** (River Forest, Ill.) library school, 50th, with a May commencement address by ALA Exec. Director Thomas Galvin. ☐ **Buffalo & Erie County PL's** Central Library, 25th. ☐ **San Diego County Library,** 75th, with 33 branches and other stations serving some 800,000.

☐ **New facilities:** With 1986 tax levy funds, **Kansas City** (Mo.) PL System recently broke ground for three new branches to open in January 1989. ☐ **Milwaukeee PL** launched a state-of-the-art, 15,000-sq.-ft. Center Street Library to replace an 1897 building. ☐ Groundbreaking for a **Dover** (N.H.) PL addition took place in May. ☐ **Omaha** PL opened a 20,000-sq.-ft. branch named after former library board president Milton R. Abrams. ☐ **Mooresville** (Ind.) PL marked the opening of its new $1 million building with an autograph party featuring author and illustrator Tasha Tudor (see p. 614).

☐ **Gifts:** Reba Engler Daner, the only woman graduate of the Univ. of Miami law school in 1936, recently pledged $2 million for a new addition to the School of Law library; the wing will be named in her honor. ☐ In **Westbrook, Maine,** the Walker Memorial Library received a surprise $1.25 million bequest from bowling alley operator Gerald Fluett. ☐ Commitments from Helmer and the late Helga Myklebust representing $1.3 million will support the **Augustana College Mikkelson Library** and related programs on the Sioux Falls, S.D., campus. ☐ The Japanese Library Association has contributed $3,500 to the **Los Angeles PL** "Save the Books" fund. The money was raised through notices in the association's journal.

☐ **And congrats to:** Staff completing a 250,000-volume retrospective conversion project at **Niagara** (N.Y.) University Library. ☐ **Southern Illinois University**/Carbondale Libraries, on acquiring its 2 millionth volume and $250,000 in new endowments. ☐ **Birmingham** (Ala.) PL, for a decade of affirmative action resulting in an increase of black professional staff from zero to 22 percent, and of overall black staff from 30 to 55 percent.

Contracts & agreements

☐ **Boston PL,** on behalf of the Metro Boston Library Network, and **DataResearch** Associates, for installation of the ATLAS system to support 269 terminals in two stages. The multifunctional system will serve a network circulating some 3.5 million items yearly.

☐ **West Los Angeles College,** Emeryville, Calif., and **Carlyle** Systems, for an integrated system with nine terminals providing access to a collection of 60,000 volumes.

Apply for

☐ **NEH grants** for projects that increase access to research materials which are national in scope or impact. Encouraged are comprehensive guides to the resources of whole fields or subjects in the humanities. Awards range from $10,000 to $50,000. Write or call: Access, Room 318, Div. of Research Programs, National Endowment for the Humanities, Washington, DC 20506. (202) 786-0358. **Deadline, Nov. 1.**

Supplier notes

☐ **Pro-Cite for the Macintosh** is now available from Personal Bibliographic Software at $395, or as upgrades at $95. Pro-Cite manages references and bibliographies automatically. A companion program, Biblio-Link ($195) downloads databases into Pro-Cite. Write or call: Personal Bibliographic Software, POB 4250, Ann Arbor, MI 48106. (313) 996-1580.

☐ **Quality Books,** Inc., of Lake Bluff, Ill., which specializes in jobbing small-press titles for libraries, provided its **millionth book to a library** customer recently when Benicia (Calif.) PL purchased ***Vegetarian Children,*** published by McBook Press.

☐ **CLSI** has announced its new **CD-ROM public access catalog,** called CD-CAT to reflect its complementary relationship to the firm's online public access catalog, CL-CAT. Designed to serve also as a backup to CL-CAT, the CD-ROM version incorporates the same basic user interfaces and structure.

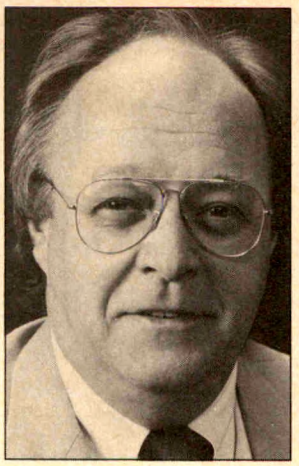
☐ **Gale Research** has acquired the rights to ***Who's Who Among Black Americans,*** now in its fifth edition, from Educational Communications, Inc., of Lake Forest, Ill. Inquiries and orders to: Gale Research, Book Tower, Detroit, MI 48226. (313) 961-2242.

☐ **Research Publications** has added *El Pais* of Spain to its list of microfilm offerings. A recent agreement names RP as the exclusive microfilm distributor of the prestigious daily. For information, call Helen Greenway at (203) 397-2600. ☐

currents



Adele Bane



Daniel T. Richards



Dorothy Baker

Virginia Andis recently became planning consultant for Indiana State Library. ☐ **Gwenyth Arnold** has joined the staff of Mount Prospect (Ill.) Public Library as head of the children's department. ☐ **Brian Keith Auger** now serves as regional librarian for the Montgomery County (Md.) Department of Public Libraries' Bethesda Regional Library. ☐ **Dorothy Baker**, coordinator of children's services for Detroit (Mich.) Public Library, has won the 1988 Award of Merit from the Children's Services Division of the Michigan Library Association. ☐ **Adele Bane** has become associate head librarian at the Penn State King of Prussia Center, King of Prussia, Pa. ☐ **Elizabeth S. Baur** is now government documents librarian at Memphis (Tenn.) State University Libraries. ☐ **Margaret Beckman** recently retired as executive director for information technology at the University of Guelph, Ont. Beckman, who previously served as the university's chief librarian, was named 1986 Librarian of the Year by ALA's Association of College and Research Libraries and was Ontario Woman of the Year in 1975. ☐ At New Rochelle (N.Y.) Public Library **Ruth Bolin** is now assistant director. ☐ **Anita Cappell** is now project coordinator of SAVE (Substance Abuse prevention through Video Education) for Mid-Hudson Library System, Poughkeepsie, N.Y. ☐ **Joan Irby Chapa** now serves as acquisitions and collection development librarian at the Academic Library of St. Mary's University, San Antonio, Tex. ☐ At Ventura County (Calif.) Library Services Agency **Sonia Church** has become children's services division manager. ☐ **Juleigh Clark** is now reference librarian at Virginia Commonwealth University library, Richmond, Va. ☐ The new automation services coordinator at Dauphin County (Pa.) Library System is **Karen Commings**. ☐ July 1 Brother **Emmett Corry** became director of the Division of Library and Information Science at St. John's University, Jamaica, N.Y. ☐ The new president-elect of the American Association of Law Libraries is **Richard A. Danner**, director of the library and professor of legal research at Duke University's School of Law, Durham, N.C. Danner was 1985-86 president of the Southeastern Association of Law Libraries. ☐ **Nelda Elder** now manages collection development at Kansas State University's Farrell Library, Manhattan. ☐ **Christian Esquevin** is now director of library services at Coronado (Calif.) Public Library. ☐ At Loyola University of Chicago (Ill.) Libraries **Robert Galbreath** has been appointed assistant director for collection management. ☐ **Jeffrey J. Gardner** is now director of the Association of Research Libraries' Office of Management Services (formerly Office of Management Studies). ☐ June 1 **Chris B. Germino** became reclassification project manager for Vanderbilt University's Central Library, Nashville, Tenn. ☐ The new director of Barnard College Library, New York, N.Y., is **Eileen Agard Glickstein**. ☐ At Loyola University of Chicago (Ill.) Libraries **Anne Gordon** now serves as cataloger. ☐ This fall **Michael Gorman** becomes university librarian of California State University/Fresno. Director of general services at the University of Illinois at Urbana-Champaign Library as well as faculty member in the university's library school, Gorman is coeditor of *Anglo-American Cataloguing Rules*, 2nd edition, and frequent contributor to *AL*. ☐ **Bradley A. Green** now directs Wythe-Grayson Regional Library, Independence, Va. ☐ Aug. 1 **B. Donald Grose** became director of libraries and associate professor in the Dance and Drama Department of the University of North Texas, Denton (formerly North Texas State University). He last served as director of libraries at the University of Massachusetts, Boston. ☐ New community librarians at the Montgomery County (Md.) Department of Public Libraries are **Parker Hamilton** (Long Branch Community Library) and **Barbara Harr** (Potomac Community Library). ☐ Sept. 1 **Eleanor Heishman** begins directing SUNY/Binghamton Libraries. ☐ **Norma J. Hervey** will become head librarian for Luther College's Preus Library, Decorah, Ia., in September. ☐ **Sandra Hopkins** has been appointed collection management librarian for Virginia Commonwealth University library, Richmond, Va. ☐ The new collection development librarian at Wichita (Kans.) State University's Ablah Library is **Joan Hubbard**. ☐ **Ruby Hunter** recently began managing Dallas (Tex.) Public Library's Lancaster-Kiest branch. ☐ **Susan Israilevich** has become cataloger at Loyola University of Chicago (Ill.) Libraries. ☐ July 18 **Linda Johnson** became head of the government publications department at San Jose (Calif.) State University. ☐ **Charles Patrick Kingsbury** now serves as systems librarian for the Olin Library of Washington University in St. Louis, Mo. ☐ **Devon Liner** is now head of the Special Needs Library at Montgomery County (Md.) Department of Public Libraries. ☐ At Milwaukee (Wis.) Public Library **Sandra Bokamba Lockett** has become extension services coordinator. The city recently gave Lockett a Management Incentive Award for her work as head of Milwaukee Public's Center Street Library, where she last served. ☐ At Kokomo–Howard County (Ind.) Public Library **Dorothy McKowen** now heads the children's department. ☐ **Loren D. Mendelsohn** recently became assistant director of the Science and Engineering Library at Wayne State University, Detroit, Mich. ☐ **Madeleine M. Nichols** is now curator of the Dance Collection at NYPL's Performing Arts Research Center. Nichols also supervises the center's Jerome Robbins Archive of the Recorded Moving Image. ☐ **Sally Nichols** recently became head of cataloging at the Dinand Library of the College of the Holy Cross, Worcester, Mass. ☐ This fall **Thomas E. Nisonger** will join the library school faculty of Indiana University at Bloomington as assistant professor. ☐ **Sally Petty** now heads collection access services at Old Dominion University Library, Norfolk, Va. ☐ **Mary Queyrouze** has become systems analyst for Dallas (Tex.) Public Library. ☐ **Daniel T. Richards** is now collection development officer at the National Library of

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Medicine, Bethesda, Md. ☐ **Timothy D. Robson** now serves as assistant director for technical services at Case Western Reserve University Libraries, Cleveland, Ohio. ☐ **Marlys Rudeen** has been appointed head, Acquisitions Department, at the Center for Research Libraries, Chicago, Ill. ☐ **Debora Shaw** has been appointed to the library school faculty of Indiana University at Bloomington as assistant professor. Formerly assistant professor in the library school at the University of Illinois at Urbana-Champaign, Shaw won a Distinguished Alumna Award from Indiana University at Bloomington library school earlier this year. ☐ **Louise Smee** now directs the East Shore Area Library branch of Dauphin County (Pa.) Library System. ☐ **Merna L. Smith** recently joined the staff of Salt Lake City (Utah) Public Library as associate director of public services. ☐ **Martha Steele** has been named head of access services at the University of Houston (Tex.) Libraries. ☐ At the Montgomery County (Md.) Department of Public Libraries **Charlette H. Stinnett** now serves as head of mobile services. ☐ Aug. 16 **Philip M. Turner** becomes dean of the University of Alabama library school, Tuscaloosa. ☐ **Karen Sitton Vaughan** is now coordinator of automated reference services at Old Dominion University Library, Norfolk, Va. ☐ The new executive director of the Colorado Library Association is **Judy Votisek**. ☐ **Silvia D. Watson** has become the first corporate librarian at Highsmith, a direct-mail library vendor headquartered in Fort Atkinson, Wis. ☐ **Vivian Wynn**, past president of ALA's Young Adult Services Division, now manages Cuyahoga County (Ohio) Public Library's Mayfield Regional Library. ☐ **Daryl C. Youngman** has joined the staff of Washington University's Olin Library, St. Louis, Mo., as science/engineering librarian.

Deaths

Mary Ellen Clapper, 48, manager of library/vendor interfaces at Faxon Company, Westwood, Mass., died May 3. ☐ **Laura Dell Justin**, 76, one-time assistant executive director of ALA's American Association of School Librarians, died April 11. ☐ **Ruth Scibird**, 96, who retired in 1962 as curator of the Stanford Collection of Stanford (Calif.) University Library, died May 29. ☐ **James K. Webster**, manager of SUNY/Buffalo Libraries' Earthquake Center Information Service, died May 1, after being struck by an auto while he was marching in a local parade. ☐ **Thor E. Wood**, the first chief of NYPL's Performing Arts Research Center, died April 28. NYPL has established a memorial book fund; the People with AIDS Coalition is also accepting memorial contributions. ☐



Making Waves

At the request of Michigan Governor James A. Blanchard's chief of staff, librarian **Veronica A. Johnson** has moved to the governor's office.

Johnson, who became Blanchard's legislative liaison in May, caught the governor's attention while serving as director of the Library of Michigan's Information and Government Services Division. Johnson's programs for marketing library services to state government included a "periodicals awareness service" for legislators and early-morning executive breakfast receptions for state department officials.

Johnson has also won citations from the Michigan Library Association, the city of Detroit, and Wayne County for her innovative directorship of Wayne-Oakland Library Federation's Inkster branch from 1979 to 1985. Among her accomplishments there: a local newspaper column to promote library services, a public-access TV channel for the library, and a 25-percent leap in circulation.

The first librarian appointed to Blanchard's staff, Johnson urges library colleagues to "get involved beyond [their] realm" as the best testimonial to what libraries—and librarians—can do. —*B.G.*

The University of Chicago
Graduate Library School

announces M.A. and Ph.D. scholarships and fellowships for the 1988-89 academic year

Our knowledge-based society demands highly skilled and educated people who can help shape new and better ways of organizing and providing access to information. In response to this need, the Graduate Library School has developed concentrations in information systems and information services that include the study of online search strategies, information retrieval, and text processing. The school also offers concentrations in law librarianship with opportunities for internships in law libraries and a concentration in literature and library service to youth that draws on the resources of the University-based Center for Children's Books. The academic programs of the school are strongly oriented on information science, with particular emphasis on studies of text processing and information retrieval. Doctoral applicants with such interests are especially encouraged to apply.

Applications for admission and financial aid are invited for the Master's and Ph.D. programs and for the Certificate of Advanced Study. Outstanding applicants to the Master's program are considered for the H.W. Wilson Scholarship and the John Crerar Scholarship and Internship.

Courses in the Graduate Library School are scheduled to accommodate students who wish to attend the school on either a part-time or a full-time basis. Both full- and part-time students are eligible to receive scholarship assistance.

Completed applications for the autumn quarter beginning September 26 should be received by August 1, 1988. For information and application materials, please contact:

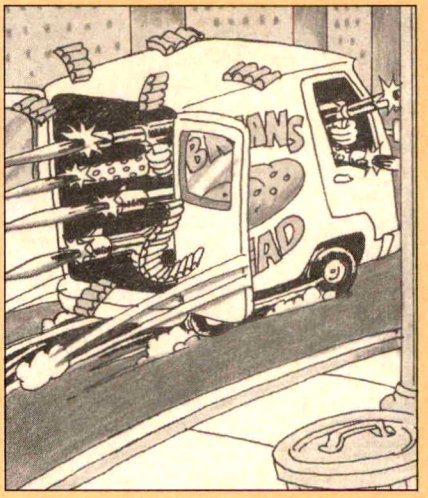
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editors' endnotes

Tail gunners on bread trucks

by Tom Gaughan

Hy Roth



THE STORY GOES THAT TWO American tourists in Northern Ireland want to discuss The Troubles with a native, but the natives are adroit at avoiding the subject. After some effort, the well-meaning Americans corner a man on the street. He doesn't want to discuss Ulster's turmoil, but he wants to be polite. So he tells them, "Oh, it's not so bad—so long as you have a good job, and stay out of the politics."

"Oh, what kind of work do you do?" asks one of the Americans, seeking to continue the conversation.

"I'm a tail gunner on a bread truck."

It's beginning to look as if library administration has become a bit like that line of work. Recently, some of the profession's best and brightest have found themselves changing jobs, unwillingly. Others have prevailed despite attack and vilification. A network administrator, a state librarian, and several university library directors have made news just in the past six weeks, either by leaving their jobs or suffering very public attacks on their skills and even their honesty. Look back two years, factor in public library administrators, and the total rises precipitously.

Virginia State Librarian Ella Yates has been investigated *and cleared* of a variety of charges, including one that she accepted a gift for awarding a contract. Surrounding the case were suggestions that the real issue was that Yates is black, a female, and not a native Virginian.

Consider Pitt's Anne Woodsworth, who recently moved from the university library to the library school. Appointed director of libraries and assistant provost in 1983, Woodsworth was in the vanguard of women administrators appointed to plum jobs. Thereafter she was promoted—to associate provost. When asked if the decision to move Woodsworth into the library school was his idea or hers, new Provost Rudolph Weingartner said simply, "It's an agreement." Informally, it's said that Woodsworth, who fought the good fights, ran afoul of powerful faculty members. Michigan's Richard Dougherty is said to have resigned because of poor prospects for being able to work successfully with his new boss. This after a decade of success there.

Roland Brown, president and chief executive officer of OCLC, told *AL* that this was "a good time for a new CEO," one selected by the present members of OCLC's board of directors. Charles Churchwell resigned in protest over Washington University's plan to reduce the library staff by one-third as recommended by a non-librarian consultant.

These people have track records. They've successfully administered complex organizations and have still found the time to share themselves and their ideas with the rest of us. It strains credulity to think that all of a sudden they have become less competent.

Outsiders view libraries as cloisters, shelters from organizational guerilla warfare—indeed removed entirely from stress. Two library school deans have told me of applications from prospective students who'd received this advice from local therapists: leave job-related stress behind and become librarians. We know better; but it really does seem that recently administrators have become, so to speak, tail gunners on a book truck.

Woodsworth, Churchwell, and Dougherty are all entering, or have already entered, library education. Maybe these days, that's having a good job—out of the politics. Or is it? □

(News, cont.'d from p. 564.)

sity School of Library Service will extend the credit hours required for its master's degree from 36 to between 48 and 54, Dean Robert Wedgeworth told alumni in May. Total hours will depend on a student's specialization.

Wedgeworth said the faculty believes that students need a thorough grounding in statistics, basic research methods, and information processing as well as an opportunity to develop stronger specializations. A full-time student with no experience or relevant graduate degree will need two years to complete the program; others, less. Under the new program, Columbia will enroll fewer students but retain them longer. The school plans to develop internships to provide supervised practical training and help defray student expenses.

"Columbia follows UCLA, the University of North Carolina/Chapel Hill, and the University of Washington in moving toward a more comprehensive MS degree program... We expect to build upon their efforts and set new standards for education for the library and information service fields," Wedgeworth said.

Grosse Pointe PL wins increase. Director Charles D. Hanson reports a "dramatic reversal" of the Grosse Pointe (Mich.) Public Library defeat last November, when voters rejected proposals for a library bond issue and a millage increase (*AL*, Dec., p. 878). On June 13 more than 65 percent of the voters authorized a .4 millage hike for library operating expenses. The increase will generate some $450,000 in additional dollars annually for the next six years.

The highly organized Library Millage Committee ran a low-key campaign, according to Hansen. Parents from community schools distributed literature explaining the library's needs and a special newspaper insert supported by the Friends of the Library reached some 20,000 readers two weeks before the election. □



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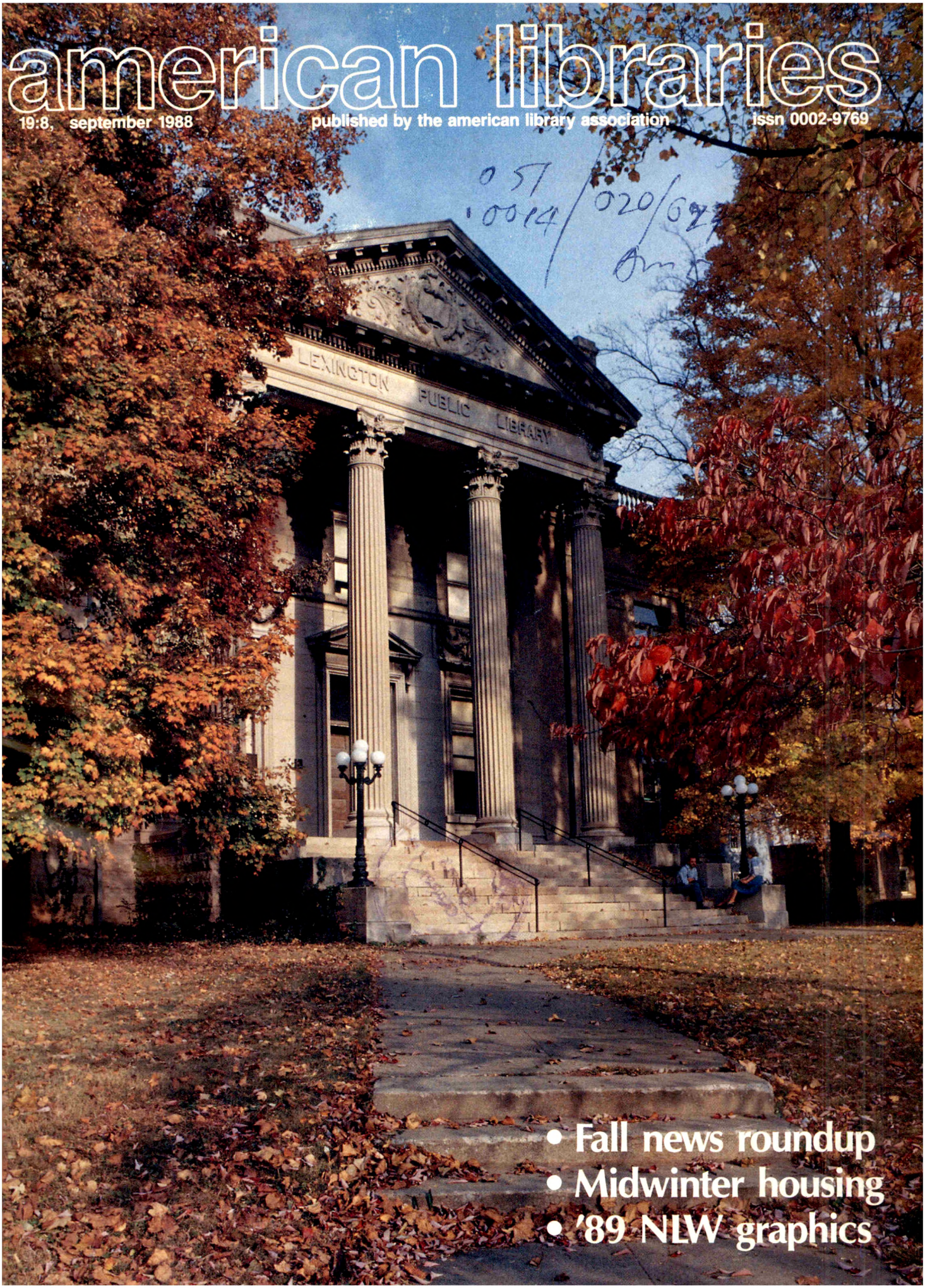
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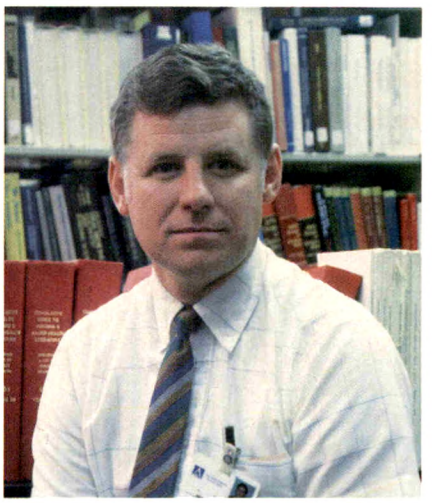
How microforms helped a medical library write a prescription for success.

Nestled in the shadow of the Wasatch Mountains is a hospital called the Utah Valley Regional Medical Center. The word *regional* in its name underscores the hospital's mission: to satisfy the medical needs of the people of Provo, Utah and surrounding communities.

Satisfying the area's medical *information* needs is the mission of the hospital's library. Explains Library Director Greg Patterson: "We serve as an information center for 27 hospitals — big and small — in a 250-square-mile radius. So we have to maintain an extensive collection, containing 1,000 periodical titles and almost 3,000 reference books."

That's an impressive collection for any library, but even more so when you consider the space allotted to house it: just 2,000 square feet.

How did Patterson manage to fit all this information into that space? He ordered the majority of the periodical titles — 800 in all — in microform from UMI. "My microform holdings fit into just five



Greg Patterson, Library Director

cabinets — about the width of one book shelf," says Patterson. "You can't turn your back on that kind of space savings. That's what enabled me to retain significant backfiles — often back to 1966. Most medical libraries are lucky to have the room to store five to seven years."

Besides the economy of space that microforms provide, the director also recognized the economy of *time*. "Speed is everything when you're talking about medical information. With microforms, I can locate and print an article for a physician in a matter of minutes."

The need to keep information on hand for medical emergencies also caused Patterson to reconsider binding year-old paper periodicals. "My patrons can't wait a month or two for periodicals to come back from the bindery. Now, when the year's paper subscription is through, I have it on microfilm or fiche."

Compact . . . complete . . . and accessible. So what kind of usage does this medical collection get? Patterson estimates that he refiled *125,000 titles* last year . . . titles pulled for the Utah Valley staff, regional medical professionals, neighboring Brigham Young University and community college nursing students, even the general public. "This library is recognized as a critical community and statewide resource, thanks, in large part, to our microform collection — developed with the help of UMI."

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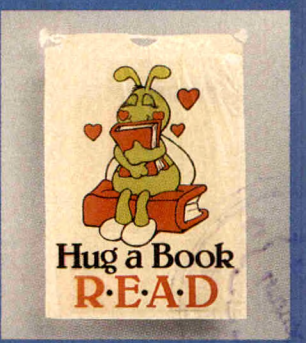
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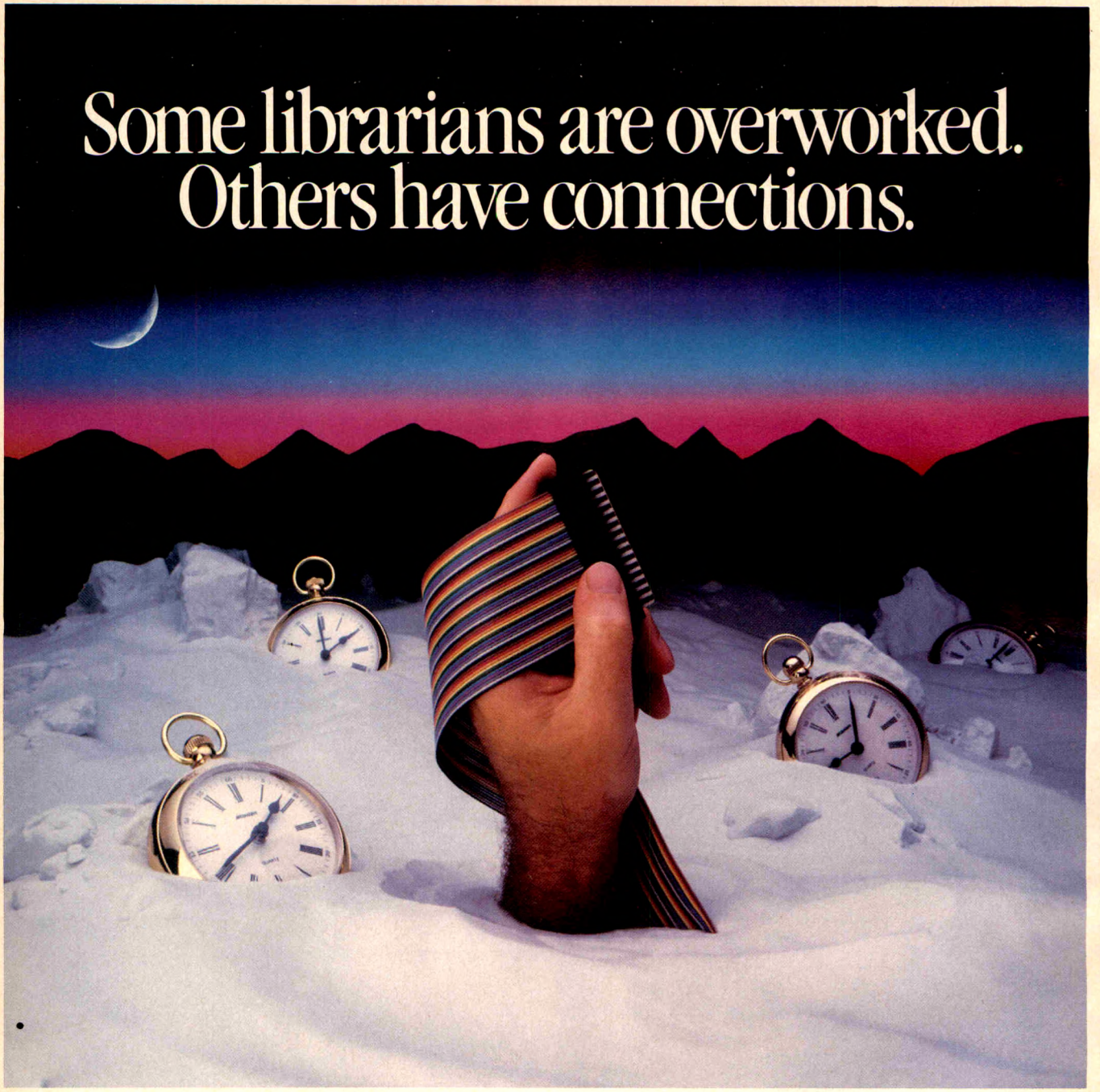


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Cover: The Lexington (Ky.) PL will move from its leafy setting in this 1902 Carnegie building to a $10 million Central Library on Main Street next year (architect's drawing, r.). One floor of the new six-level, 110,000-sq.-ft. library can hold the entire Carnegie operation, says Director Ronald Steensland, who plans opening celebrations April 17–23. Photo by Don Ament.



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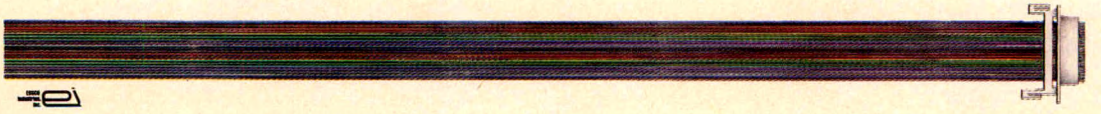
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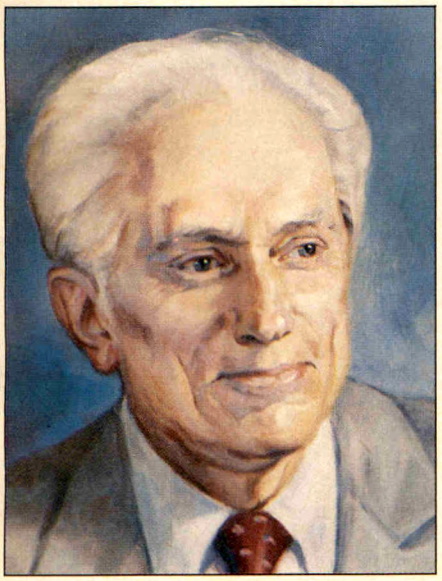
On Line With the Future.

in the news

Oct. 3 is retirement day for LC's William J. Welsh

"I'd just like to sleep in for two mornings in a row," said Deputy Librarian of Congress William J. Welsh in August as he disclosed his Oct. 3 retirement date to *AL*.

Welsh, 68, expects to be involved in various library issues from time to time, but is entertaining no specific plans.



Portrait by Mary Phelan

William J. Welsh

A few leisurely mornings seem in order for the 47-year government-service veteran. Welsh has logged 41 years with the Library of Congress, "training" four Librarians of Congress along the way. In addition to fostering several enormous bibliographic and preservation projects in the U.S., he has traveled hundreds of thousands of miles in advancing international library interests. His presence at the Sydney, Australia, conference of the International Federation of Library Associations and Institutions early this month caps a diplomatic record that includes two trips to China and countless summit-like meetings on standards, acquisitions, exchange, and other cooperative programs.

After achieving the rank of major in the Air Force, Welsh joined LC in 1947 and advanced to director of the huge Processing (technical services-plus) Department, where he served from 1968 until he became deputy librarian in 1976. LC gave Welsh its highest recognition, a Distinguished Service Award, in 1983.

Although Welsh has raised a few hackles in his time, he remains one of the most widely admired figures in the library field. In a lengthy profile and interview in the Dec. 1984 *AL* (p. 765–69), he was described as "an insuppressibly assertive social creature," of great candor who "does not fit the bureaucratic stereotype." The same year, U.S. Rep. Vic Fazio (D-Calif.) paid tribute to Welch's "warm human qualities...and his wide popularity...."

In 1984, when asked if he considered himself a librarian, Welsh, who does not hold an MLS, told *AL*, "Yes! I've worked in library acquisitions, cataloging and classification, budgeting, and personnel, and I've had more exposure to library practice and policy than most people these last 30 years."

In 1971, ALA presented its highly regarded Melvil Dewey Award to Welsh, who has worked on numerous ALA projects and served as a councilor; but in 1987, unlike the Special Libraries Association, ALA did not submit Welsh's name to the White House among its recommended candidates for Librarian of Congress, preferring to hold to a list of three MLS professionals. Overlooking this decision, which some viewed as ungracious, Welsh has continued his service on Association committees.

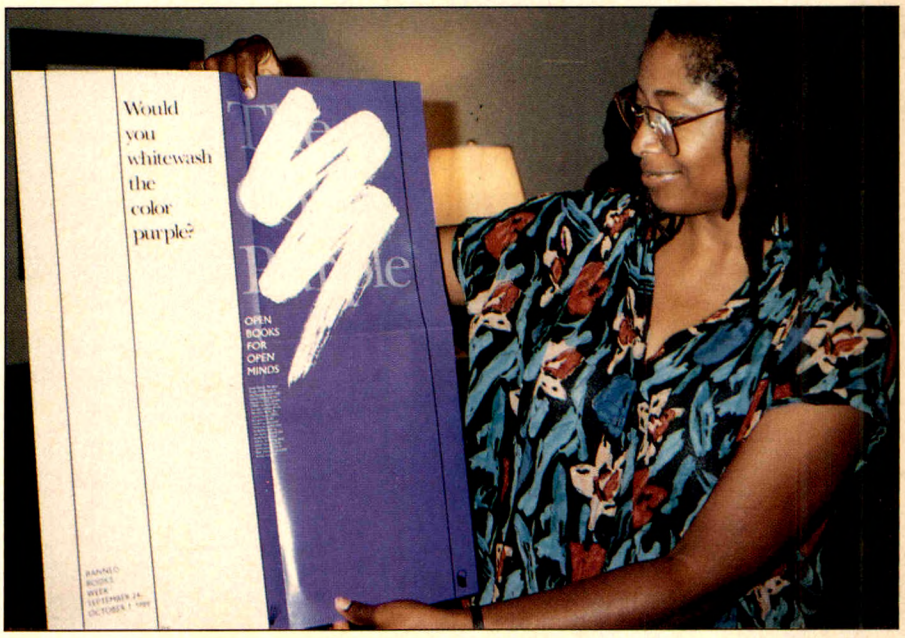
Among comments to *AL* in praise of Welsh, Librarian of Congress James H. Billington called him a leader who "has had a 41-year love affair with the Library ...," adding that LC "and our nation's libraries have benefitted immeasurably from the life's work of this remarkable public servant." —*A.P.*

Sex discrimination case settled in Ohio

For a year and a half after filing a sex discrimination suit against the Cuyahoga County Public Library Board of Trustees, Linda R. Silver continued to work as the library's deputy director (*AL*, Feb. 1987, p. 103). On June 30 she resigned: The case had been settled out of court.

Silver, who began her career at the Cuyahoga County PL in 1964, had asked the U.S. District Court to award her $100,000 in compensatory damages and unspecified amounts for benefits lost when the board rejected her candidacy for the director's position in 1985. The library board claimed sex had no part in its decision to select the most highly qualified candidate, Ronald Kozlowski. Because the settlement contained a confidentiality clause, details were not revealed.

Silver told *AL* she intends to continue her studies as a full-time candidate for a doctorate in urban studies at Cleveland State University. —*L.R.P.*



ALICE WALKER UNBANNED. The author of *The Color Purple* paused during the ALA Conference in New Orleans to display one of four newly available posters for Banned Books Week (Sept. 24–Oct. 1). The poster shown cites three incidents in which Walker's bestseller was banned from school libraries. For a kit containing four different 17-by-22-inch posters and a 75-page resource book, send $15 prepaid to Banned Books Week, ALA, 50 E. Huron, Chicago, IL 60611. (Photo courtesy of Ginny Moore Kruse and Harcourt Brace Jovanovich.)



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Crime and punishment; a library roundup

Countersuit for $1 million

Former Kentucky State University philosophy professor Archibald Laud-Hammond boasted that his personal library had more philosophy books than most small college libraries. Attorney William Kirkland, a trustee of the Paul Sawyier Public Library in Frankfort, Ky., and a county sheriff proved he was right when they entered Laud-Hammond's apartment on June 21 with a civil court order to retrieve three unreturned books.

They found a sparsely furnished apartment virtually filled with books—many owned by academic and public libraries in Kentucky and Virginia. The sheriff returned with police and a search warrant and seized some 2,000 books belonging to Kentucky State University, the Kentucky Department for Libraries and Archives, Louisville Free Public Library, and the University of Virginia libraries. Many had identifying stamps and card pockets ripped out or erased. Police issued a warrant on felony theft charges.

While police were hauling away the evidence, a Cincinnati bookseller appeared at the apartment and told police he'd been asked to consider the books for purchase. Laud-Hammond surrendered to Frankfort police July 12, pleading not guilty.

Rita Douthitt, director of Paul Sawyier Public Library, told *AL* the library has filed a civil suit for the return of its books. Laud-Hammond has filed a $1 million countersuit against the library, charging that his "professional name" has been ruined. A pretrial hearing was scheduled for Aug. 10, as *AL* went to press.

Full metal docket

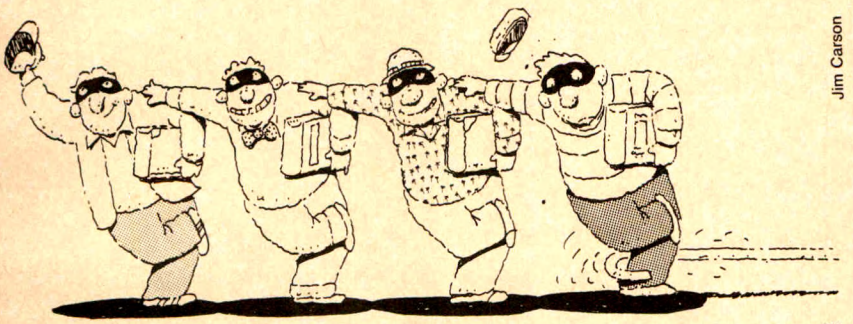
Oscar nominee Jerry Gustave Hasford, coauthor of the screenplay for the film *Full Metal Jacket*, goes to court Aug. 18 in San Luis Obispo, Calif., on a charge of grand theft. Victimized libraries represented in the hearing include Sacramento PL, St. Louis PL, The London Library, Santa Monica PL, and Longview (Wash.) PL.

In January, police opened two self-storage lockers rented by Hasford and containing 9,919 books, more than 800 of them from 62 libraries on four continents (*AL*, May, p. 333–36).

Johanna Brown, head of loan services at California Polytechnic State University/San Luis Obispo library, will testify against Hasford. She reported to *AL* that more books have been found—"almost 20,000." Brown said that fewer than 10 percent had library markings, and that most of the 200 Cal Poly books had been recovered.

A slap on the wrist

When arrested for trespass and possession of burglary tools in the Univ. of California/Riverside library in April (*AL*, June, p. 426), Stephen C. Blumberg identified himself to police as Mathew McGue, a University of Minnesota professor. Blumberg has been found guilty, fined $1000, and given three years probation and a suspended jail sentence.



Jim Carson

Blumberg is still under investigation for library thefts totaling $1.4 million from academic libraries in California, Washington and Oregon. As a rule, Blumberg used his forged identification to gain admittance to special collections, according to Det. Steve Huntsberry of the Washington State University police. Huntsberry told *AL* that Blumberg was also arrested for library thefts in Iowa in 1968 and in Nebraska in 1973.

Inside job?

Ronald Redmond confessed recently to the theft of some 700 books valued at $23,000 from the the University of North Carolina/Greensboro library, according to James Thompson, director. The items, now recovered, were stolen over a two-year period. Redmond, a 23-year-old UNC/G student, was arrested through the efforts of two library staffers. One learned from Redmond's roommate that his apartment was filled with library books. Associate Director Doris Hulbert persuaded the roommate to cooperate with police. The only remaining mystery is whether Redmond had an accomplice on the library staff. Initially, he said that his girlfriend, who worked at circulation, aided him. He later changed his confession, saying he acted alone. —*T.G.*



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PRO-AM REPROGRAPHERS. These competitors in a recent speed-microfilming contest at Columbia University Libraries are from the Reprography Lab and the Preservation Records Office. The latter does bibliographic searching and preparation for filming, but its team members were specially trained as "amateur" camera operators. The challenge event yielded a world-class average of 801 frames (1,602 pages) per filmer per hour. From left, front row: Barbara Lilley, Victoria Petri, Eileen Usovicz, Florida Galeai, Fred Seuffert, Chi Chao-Yuan, and Assist. Dir. for Preservation Carolyn Harris; back row: Martin Messik, Pete Burgos, Susan Nerheim, Yi Wu, and Joe Lofaro.

Groups challenge library's Holocaust-revisionist titles

The Edmonton Public Library in Alberta is under fire from several community groups for housing some two dozen Holocaust-revisionist titles, some published by the Institute for Historical Review.

According to EPL Director Vincent Richards, the controversy over the holdings began in May, when Wojciech Buczynski, secretary of the Polish Culture Society of Edmonton, denounced the library to the press for acquiring titles such as *The Dissolution of Eastern European Jewry*, and demanded their removal. Richards told *AL* that Buczynski never complained through library channels himself, but media coverage of his objections caused B'nai B'rith and the Jewish Federation of Edmonton to file a complaint with the library.

The collection was started in 1985 to balance some 150 Holocaust related titles given to EPL by the Jewish Federation of Edmonton the year before. Edmonton librarians bought the revisionist titles most requested by patrons. The curious patrons learned of them from press reports about an Alberta teacher who is appealing his criminal conviction for spreading racial hatred by using revisionist titles as textbooks.

"The Jewish Federation realizes the library is free to buy whatever it likes," a spokesperson told *Feliciter*, the newsletter of the Canadian Library Association. "The issue is how it [the collection] gets mixed in with the other stuff." An example *Feliciter* cites: *Is the Diary of Anne Frank Genuine?* is cataloged under "Frank, Anne; Jews; Netherlands; Biography." Complainants would prefer the disputed works reclassified under a heading such as, "Holocaust, Jewish: errors, inventions, etc." They also want the collection shelved separately and labeled. The Canadian Library Association's written IF policy does not specifically address either separately shelving or labeling materials.

Though Edmonton's Library Board was not scheduled to review complaints before *AL*'s deadline, *Feliciter* had already reported one board member's prediction that the board will stand behind its written IF policy. —*B.G.*

Court award to LC black employees cut by $600,000

Late in July, U.S. District Judge Norma Holloway Johnson ordered the Library of Congress to pay $800,000 to several hundred black employees who had been passed over for promotions in 1973–1987. The Library admitted its liability, but questioned the figure. On Aug. 4, Johnson reduced the award to $206,199.13.

The case of *Howard R.L. Cook, et al., v. the Library of Congress* is one spinoff of Cook's 1975 complaint that the Library discriminated against all its black employees, more than one-third of its 5,000 staff members. In 1982 the Black Employees of the Library of Congress (BELC) and Cook, BELC executive director, filed a class action suit based on the complaint.

Judge Johnson denied the class action request but agreed to create separate cases.

Cook et al challenged an LC policy under which "special" professional and administrative jobs were filled without advertising the positions and following usual selection procedures. A lawyer for the planitiffs told the *Washington Times* that the LC rule "was used almost exclusively to give jobs to whites. It was part of the old-boy network." He said that between 1973 and 1987 the only black employee appointed permanently under the rule was the librarian's chauffeur.

Judge Johnson found that of 202 special appointments made during that period, nine were black employees. In addition to the award, she ruled that LC should pay the lawyers' fees.

Cook told the *Washington Times* that the $805,000 award was not enough, but he said, "The principle and this decision represent a great victory for black employees of the Library of Congress—specially for employees in the future. . . ."

Johnson asked both sides to submit ideas on how to handle the payments to the persons claiming discrimination. At the same time, she awarded $10,000 to Tommy Shaw, an LC personnel official who had been designated "class representative" for the complainants. Shaw claimed he was qualified to be personnel director but was never considered for the post. Without making a judgment, Johnson acknowledged that Shaw "may indeed have suffered pressure due to his position as class representative."

Thirty-seven other individual LC employees have filed discrimination cases, according to attorney Joe Sellers of the Lawyers' Committee for Civil Rights under the Law. Some have already finished the discovery process and may be tried this fall.

Meanwhile, in the light of recent legal developments, Sellers told *AL*, LC's black employees have asked Judge Johnson to reconsider their 1982 request for a class action suit against LC. Sellers believes that case may be tried next year. —*L.R.P.*

OCLC pays $3.8 million for Dewey Classification

In a move that links the classification system used by some 200,000 libraries around the globe to the potential of the world's largest online library network, the OCLC Online Computer Library Center has acquired the rights to the DDC—the Dewey Classification System first published in 1876 and now in its 19th edition.

Announced in early August, OCLC's agreement with the Lake Placid Education Foundation, former owners of the DDC, includes the assets of Forest Press, Albany, N.Y., publishers of the classification. *AL* learned that the purchase price totals $3.8 million, subject to final audit.

The Foundation, set up by Melvil Dewey to advance the classification and other educational pursuits, had fallen on lean times with the demise of the Lake Placid resort in upstate New York. In its discreet quest for a buyer, the Foundation drew interest from several parties; but the OCLC purchase seems to have delighted all the principals.

Peter Paulson, who will continue as executive director of Forest Press, said "We welcome our affiliation with OCLC. Many . . . libraries that use DDC are part of the OCLC network or use its services. As a method of organizing knowledge, DDC is particularly suited for use in computerized retrieval systems."

At OCLC, President Rowland Brown commented, "The synergy between the legacy of Melvil Dewey and the mission of OCLC is powerful." Looking to broaden the availability, use, and applications of DDC, whose tables are already in machine-readable form, OCLC will explore electronic versions of the classification, while continuing the print volumes. The 20th edition is scheduled for January publication.

(See also "Would Dewey Have Done It?" on page 736.) —*A.P.*

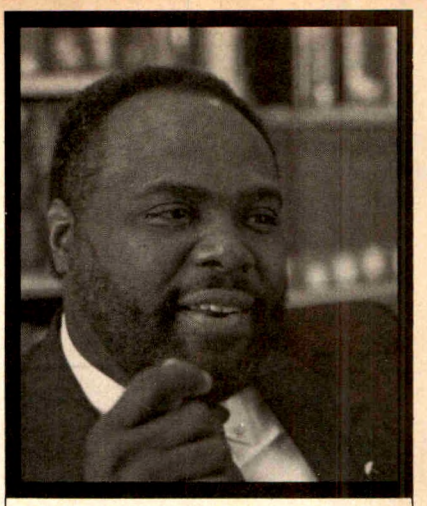
Nader letter blasts GPO over microfiche delay

A "breakdown in procurement and provision of microfiche services" to federal depository libraries has resulted in a huge backlog of undelivered materials, according to a letter sent by consumer activist Ralph Nader to Public Printer Ralph E. Kennickell, Jr.

The July 26 letter, written by Nader and Harry Lewis of the Center for the Study of Responsive Law, says the events "disregard the rights of citizens to receive open and timely access to government information" and "reveal serious problems in the Government Printing Office's ability to manage the Depository Library Program."

In a mid-August conversation with *AL*, Public Printer Kennickell discounted the charges as old news and "grandstanding."

The situation began in August 1987 when Automated Datatron, Inc. (ADI), the company that had produced the microfiche copies of government documents for federal depository libraries, defaulted on



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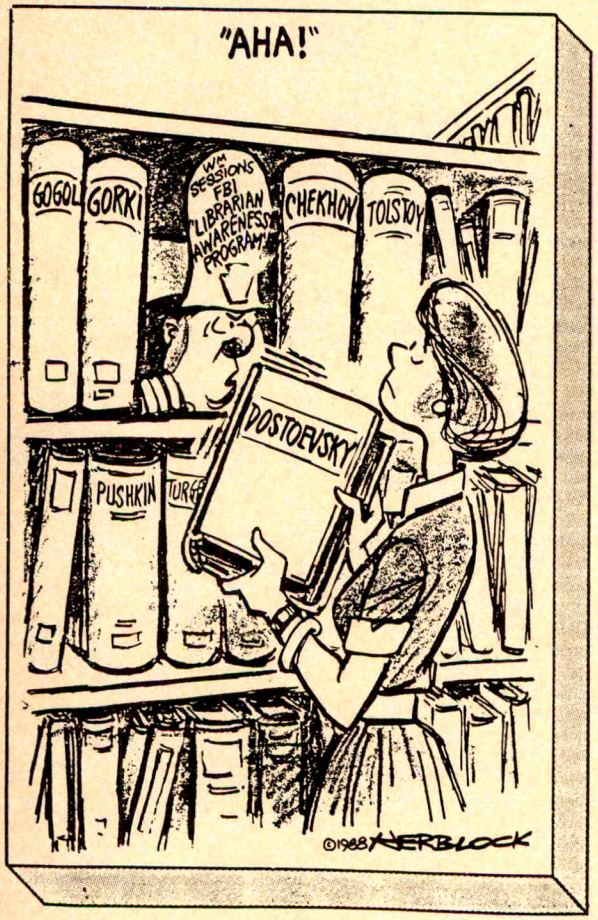
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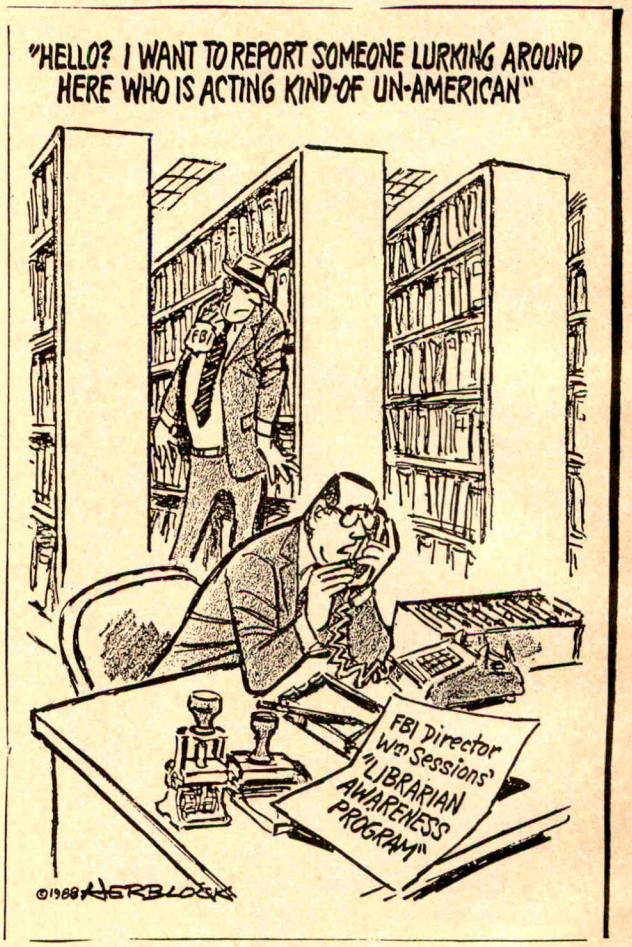
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'TOONING OUT THE FBI. The nation's editorial cartoonists appear to share the library profession's derisive opinion of the FBI's Library Awareness Program. The *Washington Post*'s Herblock has ridiculed the program twice, on June 7 (below left) and July 24 (below right). Larry Wright's stereotyped spybusters (top, next page) appeared in the July 24 *Detroit Press*, and Mort Gerberg's barb (bottom, next page) is from the Aug. 8 issue of *Publishers Weekly*.





Permissions. Above: Copyright ©1988 by Herblock in *The Washington Post*; Right, top to bottom, copyright ©1988 by Mort Gerberg in *Publishers Weekly*, and copyright ©1988 reprinted courtesy of *The Detroit*

its contract. The default followed a finding by the Government Printing Office that many of the orders filled by ADI were scratched, unreadable, missing fiche, or otherwise unusable.

After the default, the depository microfiche services were divided into eight separate contracts, one of which (B613S, Code of Federal Regulations Microfiche—Source Documents) was awarded to ADI, the lowest bidder. According to the letter, ADI subsequently defaulted on that contract as well. Despite this, the firm was allowed to compete for a third contract (B551S, Reprocurement Microfiche) for the unperformed portion of the ADI's original contract; that bid was won by another company.

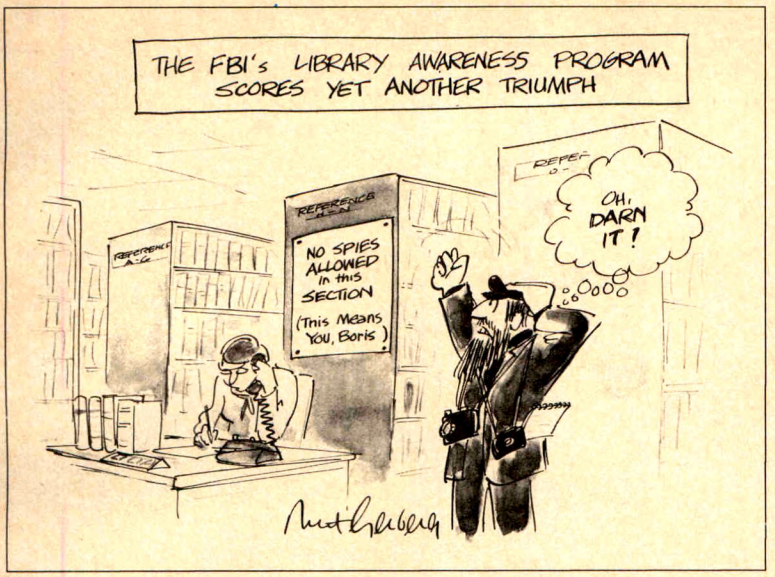
The letter claims that as a result of the defaults, libraries may not begin to receive the backlogged fiche for another six months. Among the materials originally delayed was the report of the Iran-Contra committees, published last November; however, after complaints from librarians at the meeting of the Depository Libraries Council meeting last spring, the paper copies of the report were sent to depository libraries, nearly five months late.

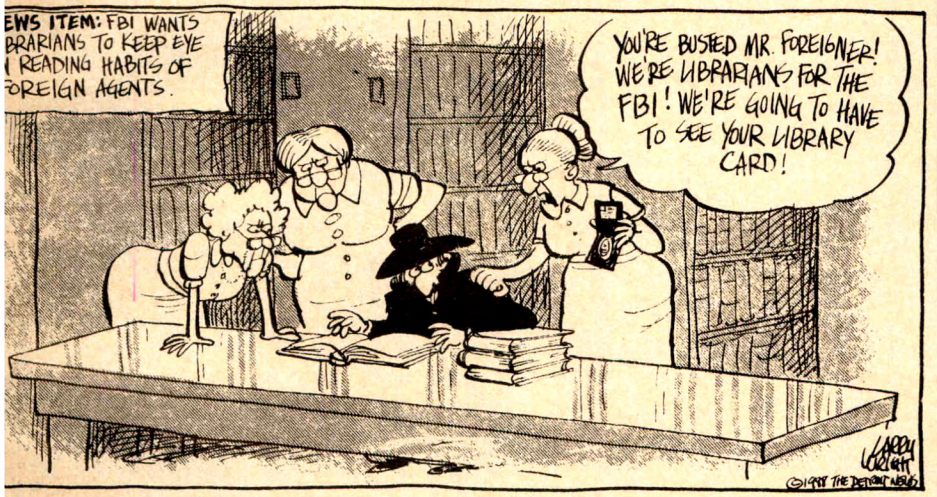
Earlier breakdown in system

ADI's default has resulted in a backlog of some 15,000 to 20,000 items at Columbia University Libraries, according to the letter. The letter quotes Bryan May, head of Columbia's Documents Service Center, as citing other gaps in microfiche deliveries to libraries even before the default; he says that 20 percent of the documents indexed in the *American Statistics Index* from 1985 through 1987 are missing, as well as some 10 percent of congressional documents. Such breakdowns in GPO microfiche provision have forced libraries to turn to the private sector; Columbia recently paid $2,500 to a private publisher for fiche of Joint Publications Research Service Reports.

The letter also criticized GPO for failing to provide final bound copies of the *Congressional Record* to depository libraries. Despite an April 1987 resolution of the Joint Committee on Printing that depository libraries should have a choice of microform or paper formats, the letter says the GPO has refused to offer the paper option. Although Title 44 of the U.S. Code requires permanent retention of all government publications by regional depository libraries, the letter quotes Norman Shaffer of LC's Photoduplication Center as saying the Diazo type microfiche issued to depositories has a usable life of as little as 10 years.

The letter blames the GPO problems on understaffing (due in part, it says, to Kennickell's failure to request adequate funding from Congress) and a disproportionate emphasis on the agency's sales program. "You have put profit and ideology before service to the public," the authors tell Kennickell. "In so doing, you have jeopardized





News and Larry Wright.

the public's right to know, a right their tax dollars have paid for."

Nader and Lewis conclude that "any deficiencies in the provision of microfiche materials to depository libraries—for whatever reason—are indefensible" and ask Kennickell to complete the internal investigation already begun by the GPO into ADI's contract awards and defaults and to take action to remedy the improprieties; to immediately provide paper copies of all overdue microfiche documents; and to give depository libraries the option of receiving the *Congressional Record* in paper format.

JCP requests an audit

Bernadine Hoduski, professional staff member of the Joint Committee on Printing, told *AL* that the committee has asked the General Accounting Office to perform an audit of the GPO's microfiche procurement procedures. The committee has also sent a letter to Kennickell reminding him that the JCP has allocated funds to allow libraries to receive print copies of the *Congressional Record* final bound copies.

At the July Annual Conference, ALA Council passed resolutions urging the JCP to direct the Public Printer to make the print edition of the *Record* available to all depository libraries; and to direct the GPO to expedite the awarding of microfiche contracts and identify and implement alternative formats for delayed publications.

"Grandstanding," says Kennickell

"I think it's real nice of [Nader] to take such an interest in the GPO," Kennickell told *AL*, but he said the letter contained no information that was new to the agency or to depository librarians. "I fail to see the point of his letter," Kennickell said, calling Nader's actions "grandstanding." He added that his office has received only two letters from librarians complaining about the delays.

The problems were caused by a "unique situation," said Kennickell, citing ADI's



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SIGHTINGS: Librarians as we find them

WHO WAS THE BALLERINA ALA CONferees spotted doing barre work at the New Orleans Hilton? Answer: Melanie Miller, Hays (Kans.) Public Library director and a dedicated dancer-choreographer.

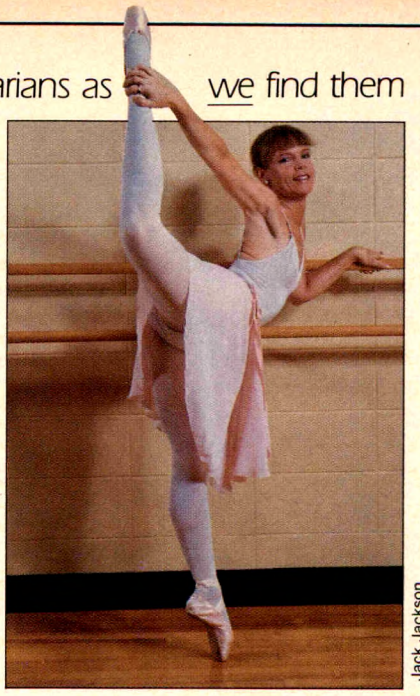
A ballet lover since childhood, Miller decided to add librarianship to her repertoire while working her way through ballet school as a paraprofessional at Great Neck (N.Y.) Public Library. She soon decided that librarians, like dancers, are cultural ambassadors to the public, and earned her MLS in 1982 from Queens College.

Accepting the Hays PL directorship right out of library school, Miller asked residents to help her develop new programs. As a result, the library now boasts a changing exhibit of live animals, string quartet performances on-site, a flourishing music and video collection, and the largest per-capita circulation statewide among comparably sized public libraries. Miller's next project is to win automation funding.

President-elect of the Hays Arts Council, Miller also contributes to Hays' cultural life by choreographing and dancing for local theater productions. Among her inspirations are memories of the Rudolf Nureyev rehearsals she saw during her Joffrey Ballet School days.

Miller is perfecting political moves as well, having served on the Kansas Library Association Legislative Committee since 1985. She helped KLA launch an annual legislative day, lobbying seminars, and a legislative alert phone network. This fall's priority: Breathe new life into a $200,000 state aid bill vetoed by the governor.

—*B.G.*



Jack Jackson

Dancer-choreographer Melanie Miller, a.k.a. Hays (Kans.) PL director.

original default on the all-encompassing "megacontract." Since the breakup of the large contract into smaller contracts, a second default has held up the backlog even longer: The defaulting contractor (whom Kennickell declined to identify) has protested the default to the General Accounting Office, and until a decision is rendered (which could take as long as four months) the contract cannot be rebid.

Additionally, said Kennickell, production of the *Congressional Record* on microfiche is being held up while the Joint Committee on Printing decides whether to offer the publication in microfiche or CD-ROM in the future. As for the option of libraries receiving the final bound copies of the *Record* in paper format, Kennickell said "libraries can have it in any format they want," but that the GPO's budget is based on a mixture of fiche and the much more expensive paper.

As for the awarding of a second contract to ADI after its original default, Kennickell said that federal government contracting laws permitted the firm to bid on the smaller job; bids can only be rejected for prior noncompliance if the problems occurred "over a long period of time and over a similar-sized job," which wasn't the case in the ADI default.

Kennickell said he expected GPO to catch up to the microfiche backlog within six months. In fact, he said, the change in the bidding procedures will eventually give the agency "the capacity to produce more fiche than libraries can assimilate." —*G.F.*

Congress hears ALA views on privacy, obscenity bills

ALA representatives testified before Congressional committees last month on two bills dealing with the confidentiality of library borrowers and the distribution of obscene materials.

Office for Intellectual Freedom Director Judith Krug and Intellectual Freedom Committee Past-Chair C. James Schmidt submitted testimony August 3 in support of the Video and Library Privacy Protection Act (H.B. 4947 and S. 2361), which would prohibit disclosure of video rental and library patron records except with the individual's consent or under court order.

Speaking before a joint hearing of the Senate Subcommittee on Technology and the Law and the House Subcommittee on Courts, Civil Liberties, and the Administration of Justice, Krug called intellectual freedom, including the right to privacy, "one of the guiding principles of the library profession." Krug used examples of requests for patrons' records by police, religious groups, and others to illustrate librarians' concerns about confidentiality. She urged Congress to pass the legislation, saying that it would extend the limited and uneven protection now offered through state laws.

"Profound negative effect"

On August 11 Schmidt appeared before the House Subcommittee on Crime to express ALA's concerns about the Child Protection and Obscenity Act of 1988 (H. 3889 and S. 2033), which deals with child pornography and interstate trafficking in materials later determined to be obscene.

Schmidt said the legislation would have "a profound negative impact" on librarians and collections. The Justice Department has interpreted the bill as applying to those who offer obscene materials for a sale or *transfer*, which Schmidt said could include libraries.

It's impossible for a librarian to read or view every item added to a collection, Schmidt contended, and the lack of a precise legal definition of obscenity would make adherance to the law even more difficult. He also said the broad scope of the bill would have a negative effect on the range of materials available for purchase by libraries by forcing publishers to curtail production of works with sexually explicit themes.

In conclusion Schmidt said ALA believes "the dangers created by the legislative control of books, magazines, and films are far easier to show and much more significant than the dangers attributed to the circulation of works with sexual themes."

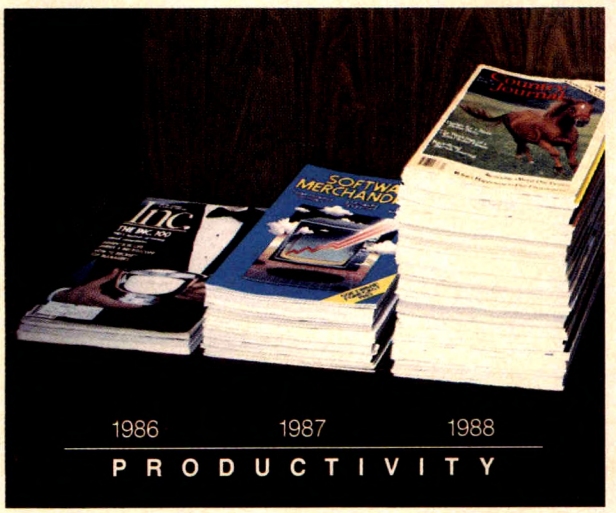
—*G.F.*

Library closings

Swan song in Albion; phoenix may rise in Shasta

Voters in New York and California communities have spoken, and the word hasn't been good for libraries. On July 1, in Albion, N.Y., the Swan Library, which serves five communities and more than 14,000 residents, closed its doors after 89 years of service. June 30 marked the end of the Shasta County (Calif.) library struggle to stay open (*AL*, April, p. 254, 256, 328) supporters are campaigning for new library services there.

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Twice in two months Albion residents defeated proposals to save the library, the second largest in Orleans County. The *Buffalo News* quoted Board President Delia Robinson as saying she believed voters were reacting to town and school tax hikes and didn't realize that the defeat would close the library. But, after the second defeat the board decided to close the library during the summer, hoping to reopen in winter to meet student demand. The board is now considering a third referendum.

Residents of Redding, Calif., will vote in a special election Sept. 13 that could revive library services in Shasta. Supporters who voiced their shock, anger, and disgust at the closing have mounted an energetic campaign to convince voters that libraries are worthy of funding. But Librarian-in-charge Carolyn Chambers told *AL* that the vote will be "very close, because a new dedicated tax requires a two-thirds majority for passage."

Robert Edkin, editor of the Redding *Record Searchlight*, asked for and received a leave with pay to campaign for the new library. But Chambers also noted that two community groups calling themselves "pro-library" are campaigning against the tax, and necessarily, against the new library. —*T.G.*

Rewarding excellence, or penalizing the poor?

New Jersey public librarians anxiously awaited word from Governor Thomas Kean's office in August on the use of public library "output" measures to determine the allocation of state aid. The proposal, forwarded to Kean by Commissioner of Education Saul Cooperman, was under study.

Although viewed by some librarians as "a laudable effort to reward excellence," others fear that it could widen the services gap between affluent suburbs and struggling cities such as Camden, Paterson, and Newark.

"I'm really upset," Marvin Scilken, director of the Orange Public Library, told *AL*. "This will consign poor communities to low funding for the foreseeable future." In a letter to the Advisory Council of the state library, he characterized the proposal as "laudable in intent, harmful in effect."

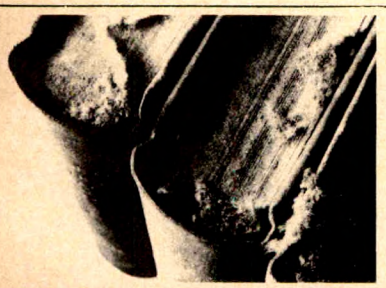
Performance or output measures are "management tools," said Claudya Muller, director of the Suffolk (N.Y.) Cooperative Library System. Muller, who served on the task force to develop the second edition of *Output Measures for Public Libraries*, (ALA, 1987, $12.50). "They weren't intended to make cross-jurisdictional comparisons. Every library is unique," she told *AL*.

Scilken noted that output measures are affected by the socioeconomic status of the library's users and/or the amount of money a library has to spend. Measures such as percentage of residents holding a library card or percentage of residents using library services in the previous year will penalize libraries in low-income communities.

Recently honored by the Trustees of the Orange PL for "25 years of dedication and exemplary service as director," Scilken told *AL*, "I can't imagine the legislature passing this." Many New Jersey public librarians share his apprehensions. —*T.G.*

news in brief

NEH grants fund. The 36-member Research Libraries Group, Inc. (RLG), won the largest of the $3.4 million in grants for preservation projects awarded by the National Endowment for the Humanities in July. The RLG grants, totaling $1 million, will support a cooperative microfilm project aimed at preserving brittle materials on American and Chinese history and German literature. Some 27,000 volumes



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will be microfilmed in the university libraries of Columbia, Cornell, Michigan, Princeton, Stanford, and Yale.

NEH awarded $909,781 to the Committee for Institutional Cooperation of Champaign, Ill., for another cooperative project to preserve research volumes in Western European literature and history, African Studies, Slavic and Eastern European Studies, and the history of science and technology at Indiana University, Northwestern, Michigan State, Ohio State, and the universities of Chicago, Illinois, Iowa, Michigan, Minnesota, and Wisconsin.

Kurzweil now portable. In June, 10 years after the first Kurzweil Reading Machine (KRM) for the blind was loaned to the New York Public Library, (*AL*, May 1978, p. 256), Kurzweil Computer Products presented its new portable Personal Reader to NYPL's Mid-Manhattan Branch. The device uses artificial intelligence to scan printed text and read it out loud in DECtalk, a synthesized voice.

The new machine costs less than half the price of its immediate predecessor and is the first to be portable. The original KRM cost $50,000 and weighed 350 pounds; the Personal Reader is available for $7,950, weighs only 19 pounds, and is much easier to use due to a hand-held scanner.

Moreover, Raymond Kurzweil, the company's founder and chair, pointed out, "The Personal Reader has 32 times the memory of the original KRM, 15 times the computing power, and can read a much broader range of materials."

The American Foundation for the Blind has established a low-interest loan fund to help financially deserving blind and severely visually impaired people purchase a Personal Reader, according to Chair John Crowley. The foundation and the Xerox Corp., which acquired Kurzweil in 1980, have each committed $1 million.

To find good catalogers. With a $15,000 Council on Library Resources grant, Simmons library school Associate Professor Sheila S. Intner is planning action on the shortage of qualified catalogers. She is coordinating a Simmons College Symposium on "Recruiting, Educating, and Training Cataloging Librarians: Solving the Problems," to be held March 10–11.

According to Intner, the symposium will provide a forum for discussion and furnish a book of solutions for practicing librarians who need help in training and recruiting new catalogers as well as educators who want to make cataloging curricula and teaching methods more effective. UCLA library school Dean Robert M. Hayes will keynote. University of Pennsylvania Library Director Paul Mosher, University of Wisconsin/Madison library school Director Jane Robbins, and Library of Congress Assistant Librarian Henriette D. Avram will lead sessions on recruiting, educating, and training, respectively. Greenwood Press will publish the symposium papers.

For further information, contact Sheila S. Intner, Simmons College Symposium Coordinator, GSLIS, 300 The Fenway, Boston, MA 02115 (617-738-2223 or 413-528-2698). Co-ordinators are Janet Swan Hill, Cataloging Department head at Northwestern University Library, and Karen Muller, ALA Resources and Technical Services Division executive director.

WHCLIS II by 1991. On Aug. 8 President Reagan signed the compromise version of H.J.R. 90 calling for a second White House Conference on Library and Information Science (WHCLIS) to be held by September 20, 1991. Now Public Law 100-382, the measure authorizes $6 million for the conference and permits use of LSCA I funds for state conferences.

The next steps include the appointment by the President of an advisory committee to assist and advise the National Commission on Libraries and Information Science in planning and conducting the conference. Legislation to provide funding for WHCLIS II has yet to be introduced.

Prop L wins voters. By a 2-to-1 vote, Detroit citizens approved Proposition L on Aug. 2, renewing for five years the one-mill property tax supporting their library services. The vote guarantees that Detroit Public Library will continue to receive nearly $6 million a year from the tax originally approved in 1984.

DPL Director Jean T. Curtis praised community members, campaign co-chairs, and corporate sponsors for promoting Proposition L.

The tax costs Detroit property owners $1 per $1,000 of assessed value and generates about 28 percent of DPL's budget. The millage renewal, effective Dec. 1, 1989, will enable Detroit libraries to support their citywide services, assuming that Detroit and Michigan continue their voluntary contributions at current levels.

Federal funding for FY '89. Before recessing for the Republican Convention, House and Senate conferees completed work on the FY 1989 Labor-HHS-Education Appropriations Bill. House and Senate conferees generally split their library program funding differences and then applied an across-the-board cut of 1.2 percent to keep the bill within its allocated total. Final figures include: LSCA I, $81 million, up about $2 million from FY 1988; LSCA II, $22.3 million; LSCA III, $19.1 million; LSCA VI, $4.7 million; all similar to this year's sums.

Also slightly up or down compared to 1988 appropriations were HEA II-B at $709,000; HEA II-C, $5.6 million; HEA II-D $3.6 million; and ESEA 1 Ch. 2, $491,728. For NCLIS, $741,728 was appropriated, compared to $718,000 in 1988.

Conferees agreed to the amendment offered by Sen. Paul Simon (D-Ill.) relieving Illinois of all liability to repay $14,547,789 in LSCA funds (*AL*, May 1984, p. 278). The auditors had disallowed the payments because they benefitted nonpublic libraries, Simon said, but the ultimate beneficiaries of Illinois' pioneering model system were the public library users.

AIDS info project. Thirty-four public, school, college, and special libraries in Greater Hartford, Conn., have joined together in an AIDS Information Project sponsored by the Capitol Region Library Council and funded by LSCA. The project slogan is "The best defense is information. Find it at your library."

The 25 participating public libraries each received 28 new titles and the other libraries received a more basic collection on the disease. Brochures on *AIDS and Your Child*, *Woman and AIDS*, and *When a Friend Has AIDS* are also available.

DOE documents YA service gaps. Young adult service advocates now have statistical proof that too often YA services go begging in public libraries, thanks to a just-published U.S. Department of Education survey. Only 11 percent of public libraries employ a YA specialist, the returns indicated.

The survey of 846 public libraries, begun last fall, reveals that 12-to-18-year-olds, who comprise 25 percent of public library patrons, make the best use of library services when guided by a YA specialist. This finding may inform the 78 percent of respondents who did not perceive staff encouragement as a factor to increased library use by YAs.

DOE plans to launch a similar survey of children's services early next year. Like the YA study, it will be administered by the Westat research firm.

Highlighted in its preliminary form last spring (*AL*, April, p. 246–7), *Services and Resources for Young Adults in Public Libraries* (065-000-00341-4) is $1.50 from the Superintendent of Documents, Washington, DC 20402. □

reader forum

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed, typed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space.

Stormin' at Gorman

THE EARLIER MY TELEPHONE AT work rings in the morning the less likely it is that I will hear good news. When the phone rang yesterday at 8:02 a.m. I was really braced for something unpleasant. The caller was someone I had not been in contact with since 1981. There were no preliminaries. "He's back!" greeted me. "Who's back?" "Our old friend, Michael Gorman; that's who!" I was being alerted to Michael's boastful piece on AACR2½ (May, p. 387–388).

Well, I read it. I then looked up the Charles Martell article in the March 1981 *Journal of Academic Librarianship* and read that as well. The article did not quite read to me the way it apparently read to Michael.

There is an unwritten reason why the movement against AACR2 quieted down: the fact of OCLC. One of the marvels of OCLC is that you can make the record take whatever form your library requires. All over the country, there are outposts where the only use of Mark Twain in the card catalog is a "see" entry (and of course in a title). Some of us still keep in touch, much as do the remaining members of the Abraham Lincoln Brigade.

I think we will have the last laugh. There is the ironic fact that library automation is making the AACR2 passé anyhow. As automation has advanced, I have been struck over and over with how pointless the issuing of AACR2 really was. Thanks to the computer and a sharp programmer, the reader can get to a copy of *Tom Sawyer* by using "Clemens" or "Mark Twain" or "Twain, Mark." Keyword searching and Boolean logic complete the revolution. Of course, there are a lot of us out here who aren't quite automated yet; but as we advance toward that goal the software and the systems themselves seem to get both better and less expensive.

Looking back, what a silly waste of time and money AACR2 was. Automation was clearly coming; we did not need a new cataloging code. All the money invested in elaborate strategies to update the card catalogs could have been spent far better elsewhere. It will forever be noted that at the moment of worst funding for American academic libraries, one of the more useless and expensive activities in professional history was mysteriously implemented. And this time around, I just couldn't care less.

ROBERT S. BRAVARD, ALA member, Stevenson Library, Lock Have (Pa.) University

Michael Gorman replies:

I confess. Sooner or later one is bound to be found out. I misread articles. I sneer. I force expensive and useless activities on an unsuspecting public. In short, I abuse my unlimited powers daily. The ninth circle of hell is too good for me.

Commercialism is in the cards

I READ WITH MILD INTEREST THE letter from Jerome Zukor complaining about a display for American Express in the library (May, p. 349).

Our library does not provide displays that look like advertising, so I don't really disagree with the letter. On the other hand, there does seem to be a place for commercial sponsors in the not-for-profit arena.

I did not write, however, in order to ramble on in anemic tones about the pros and cons of corporate and library bedfellows. Rather, after coming across the ALA offer for an association-affiliated Master Card/Visa offer (May, p. 405), I realized that someone had to write and warn Mr. Zukor that it's too late: They've already gotten to ALA!

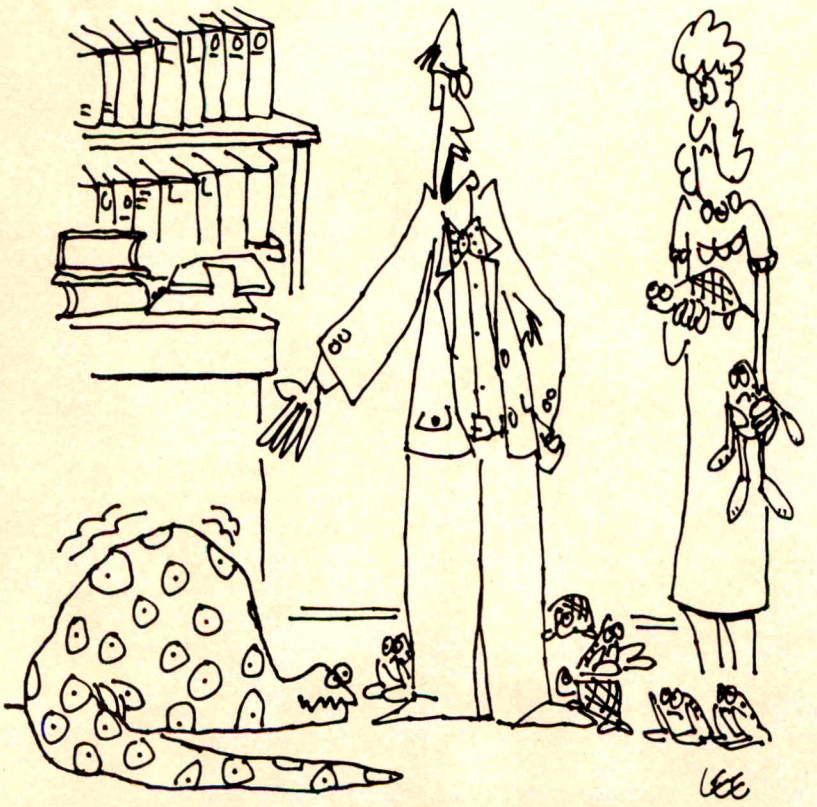
RICHARD J. NAYLOR, ALA member, William K. Sanford Town Library, Loudonville, N.Y.

"Patriotism" versus privacy

I WANT TO COMMEND YOU FOR THE skillful merging of news, editorial comment, articles, and requests for comment in the June issue.

With the FBI Library Awareness Program a major issue not only in the library community but in the national press as well (*N.Y. Times*, May 15, 1988; *Wall Street Journal*, May 19, 1988; etc.), the juxtaposition of "Is it ethical?" and John Sigwald's letter in combination with Janis M. Lee's article "Confidentiality: From the stacks to the witness stand" was a masterful stroke.

Perhaps the library community needs a refresher course in American history as it tackles this divisive topic of "patriotism" versus privacy. While the FBI seems to be targeting selected libraries, NCLIS Chair Jerald Newman has indicated in other forums (including the Long Island Library Conference, May 18, 1988) that we should all be alerting the authorities to the suspicious activities of neigh-



Richard Lee

"See, now there goes Miss Hales. If you ask me, having a 'Reptile Day' at the library was a stupid idea!"

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bors, colleagues, patrons, etc. His support of the program and extension should remind us of episodes such as the Salem witch trials, the McCarthy hearings, and the infamous activities of the House Un-American Activities Committee.

I am not sure which "ideals" Mr. Sigwald or Mr. Newman are ready to sacrifice for their "protection of our human rights"; however, I don't believe trashing the Bill of Rights—those appended to the U.S. Constitution or to the Library version—will offer much protection for our future as citizens of the United States.

ARTHUR L. FRIEDMAN, ALA member,
Nassau Community College library,
Garden City, N.Y.

Censoring commercials

ONE OF THE REGISTRANTS IN THE Public Library Association Fast Forward preconference on videos held in New Orleans told me about a session in which one of the field's review editors told those assembled that, if they received a video with an appended advertising tag which they felt was inappropriate, they should just cut it off. I asked my colleague if she or anyone else challenged that statement; she said "no" and promptly ruined my meal.

I simply cannot believe that public librarians continue to ignore the basic intellectual freedom tenets of the Library Bill of Rights where videos are concerned. We don't cut out offending book chapters, or rip the last pages out of paperbacks which advertise upcoming titles by that publisher. Why on earth would we start editing videos? Advertising is also protected speech under the First Amendment.

I think a more appropriate response would be to write letters to video producers and review journals indicating that public libraries will not continue to buy videos with unrelated tags (i.e., R-rated previews on a children's video), and see if our threatened market clout will turn the process around quickly. If we have no clout, then I think we need to recast the problem in a broader conceptual framework. Just snipping off what we deem inappropriate seems to me to be a very dangerous intellectual freedom precedent, when we ask the public regularly not to do it.

Has the real issue become that we must have videos at any cost? If so, let's look at a few hidden costs, okay? I hope the various ALA intellectual freedom units, both general and divisional, will examine the problem further.

MARY K. CHELTON, ALA member,
Montgomery County (Md.) Department of Public Libraries

Comparable worthlessness

I SEND THIS ADVERTISEMENT AS an example of the very worst to be found among the stereotypes of librarians. Such an advertisement in the *Seattle Times* (July 17, 1988) is far more serious than the usual stereotype of the withdrawn, pallid, and greybunned librarian. It is rather an outrage because it is too true.

JAMES JOSEPH SANCHEZ,
Seattle, Wash.

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I would very much like to undertake a study of some small public library in a town whose population is now 50,000 or less. My main goal is to locate the historical role and influence of that library within the context of the history of the community in which the library developed. I also hope that the study will have application for the history of most small public libraries.

If your library has retained enough of its archives to sustain a book-length study, I would appreciate hearing from you as soon as possible. Please write to:

WAYNE A. WIEGAND
School of Library and Information Studies
University of Wisconsin–Madison
Madison, WI 53706

"Thank you" to Margaret Edwards

IT WAS WITH PROFOUND REGRET —and some surprise—that I learned while reading your June issue (p. 551) of the passing of Margaret Edwards. Regret because I was one of her YA librarians while she was at Enoch Pratt, an occasionally searing experience which has stood me in very good stead in all the years since. Surprise, since she possessed so much energy and drive that after a while I came to have the eerie feeling that she was more than human, a sort of nuclear-powered android who was the embodiment of all that was worthwhile about public services in the libraries.

A puerile fantasy indeed. Time and circumstance have proved that she was all too human. Thank you, Mrs. Edwards. Thank you very much.

ALAN LESSEL, ALA member,
Apache County Library,
St. Johns, Ariz.

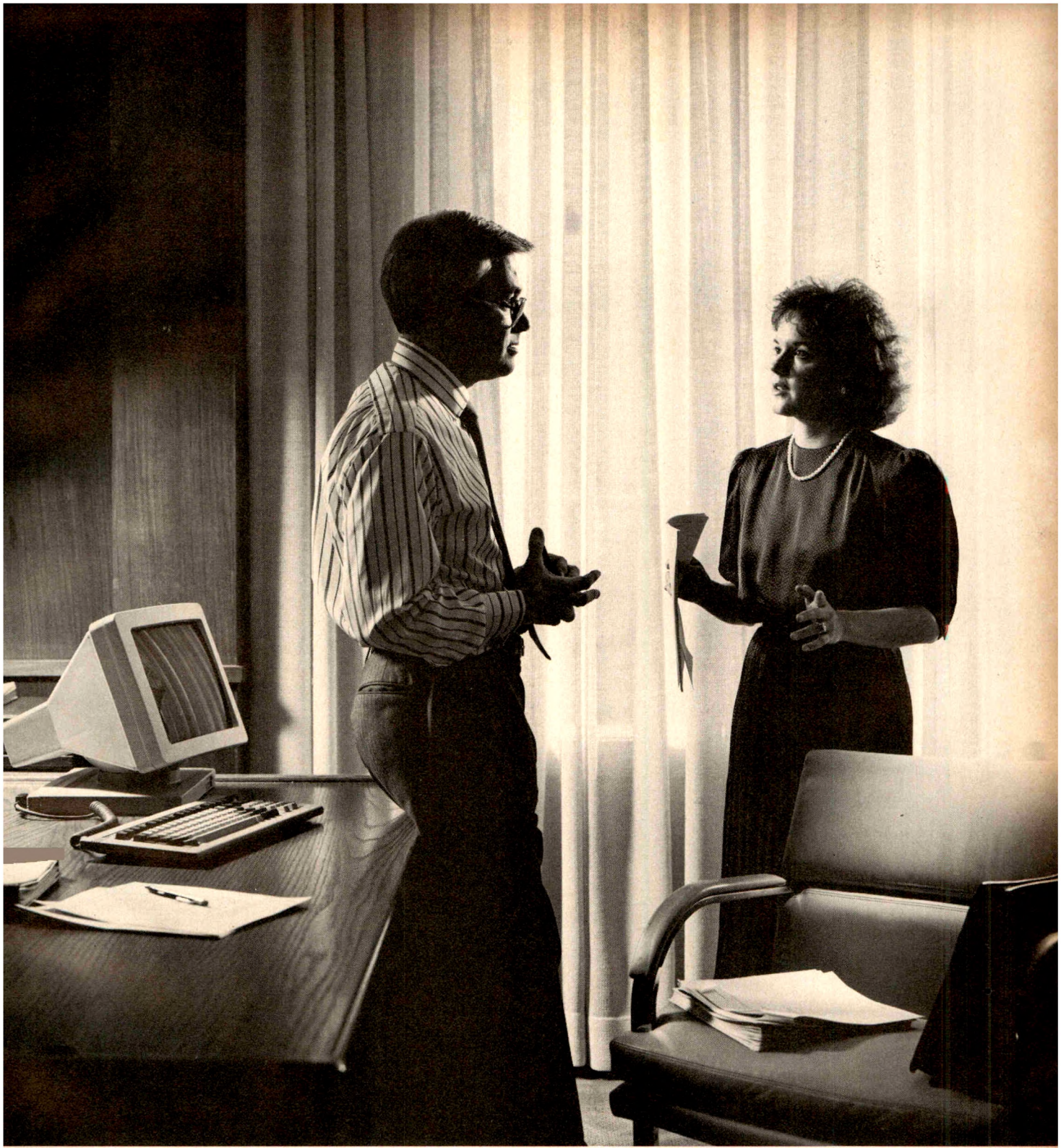
One for the Archives

ALA is no doubt richly supplied with old pictures of bygone conferences. This one was given to me by Bertha Hellum, Contra Costa County librarian, 1954–1971. In the unlikely event that it's time to publish another one, I'm forwarding it to you. If there's a spot for this in the ALA Archives, please pass it on to the appropriate authorities.

ERNEST SIEGEL, ALA member,
Contra Costa County Library,
Pleasant Hill, Calif. □



Delegates to the May 1911 ALA Conference in Pasadena, Calif.

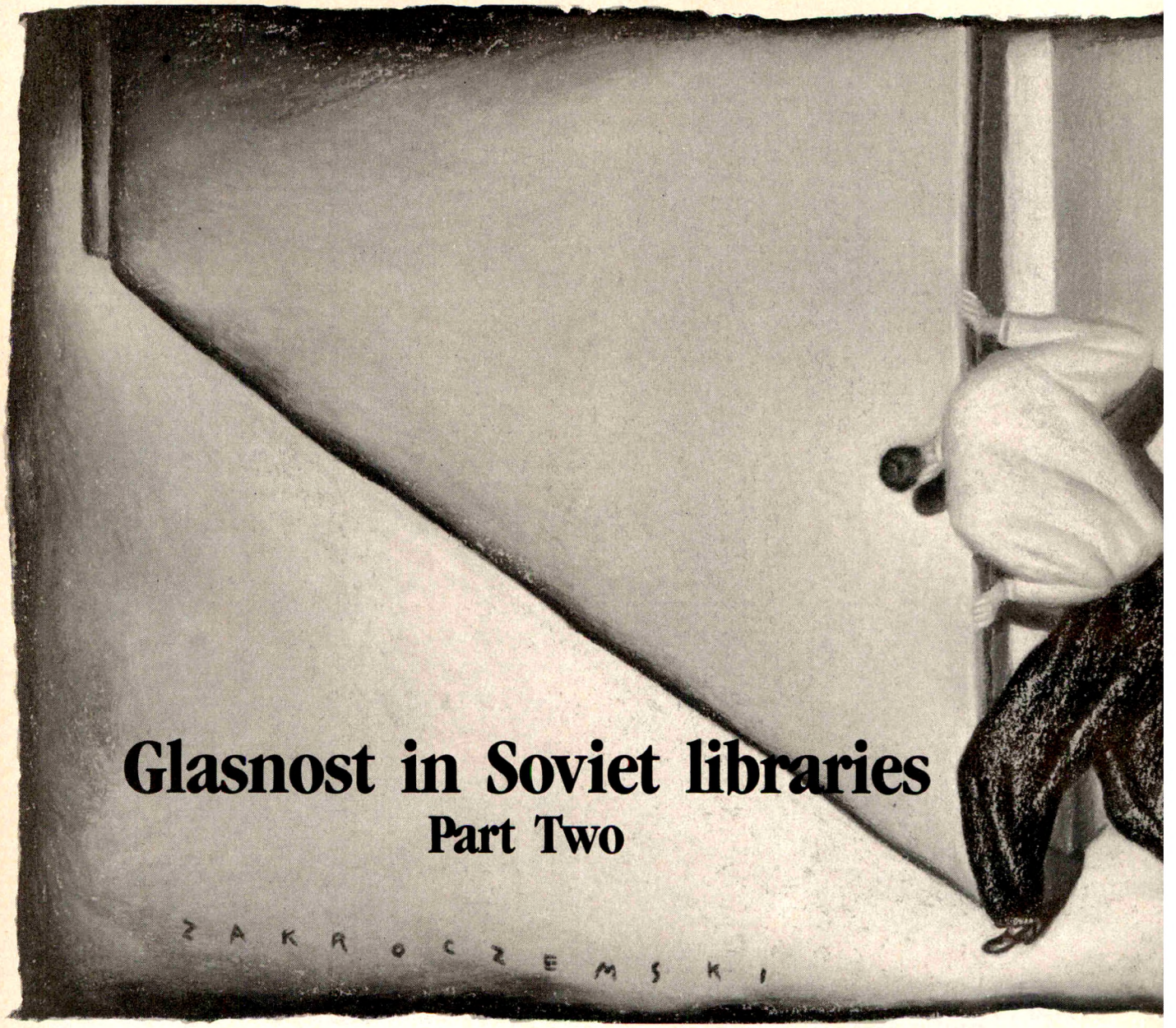


Stephen R. Salmon, Chairman, Carlyle Systems, Inc. with Carol A. Parkhurst, Head of Systems and Access Services, University of Nevada—Reno

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Glasnost in Soviet libraries
Part Two

Changes in Soviet libraries resulting from glasnost may be a litmus test of the success of Gorbachev's experiment

by Dennis Kimmage

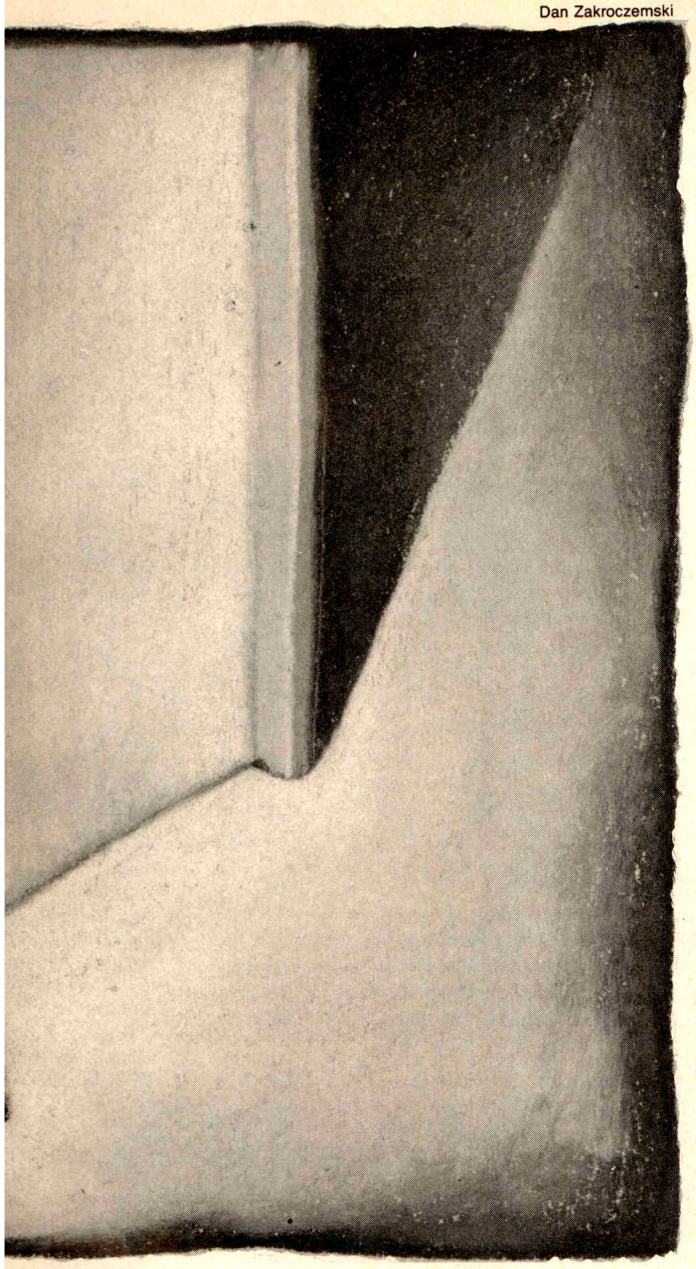
AN AMERICAN VISITOR USED TO A MORE democratic system of information access would be frustrated by Soviet research libraries. Many Soviet academicians feel the same way. Enough internal dissatisfaction exists to expect certain modifications to emerge from the current climate of criticism.

At the recent Chautauqua Conference, for example, Leonid Dobrodhotov, staff member of the Communist Party's Central Committee, conceded that the *New York Times*, basically unavailable in the Soviet Union except to an academic elite, was a valuable information source. Although he foresaw little general public interest in the newspaper, he agreed it would be useful "to have libraries purchase the *New York Times* and only those who were interested could read it in the library."[1] Certainly not everyone in the Soviet ruling elite would agree, but his point of view is not unique and represents the attitudinal shift that has loosened controls.

Pressure for more open access to resources and better library services is building in the research community. Responding to complaints from Soviet historians, Yuri Afanassyev, rector of the Institute of History and Archives, urged that "all internal debates in the party before 1929, during the 1930s, in 1956, and

Dennis Kimmage is head of reference at SUNY/Plattsburgh's Feinberg Library. He holds a Ph.D. in Russian literature and taught Russian before becoming a librarian. This article was inspired by his 1987 trip to Russia. Part one appeared in last month's *AL*, p. 570–575.

Dan Zakroczemski



With a special report on the 1988 U.S.-U.S.S.R. "Access" seminar

in 1964 when Khrushchev was ousted"[2] be published and made available. The Yeltsin affair in October 1987 drew many calls to publish the critical speech that led to his dismissal.

Academics are writing to Gorbachev urging open access to all kinds of information. One such letter from a 29-year-old architect recently reached the West. It calls for concrete actions and expresses the desire many Soviets have for a less restrictive information environment. The wish list includes:

- free access to the resources of world culture to all citizens (including):
- accessibility to all branches and collections of the state and public libraries;
- unlimited subscription (rights) to all Soviet and foreign publications.[3]

Although the Soviet library journal *Bibliotekar'* (The Librarian) still basically reflects a pre-glasnost mentality, some interesting views are beginning to appear. For example, articles criticize Soviet librarians as too timid in confronting the problems of the (Stalinist) past, as has been done in cinema, theatre, music, and literature. One author notes that strict adherence to rules and regulations from above has caused obvious harm and made librarians forget "how to analyze complex situations independently, how to make decisions themselves and to take responsibility for them, and how to defend their point of view."[4]

"Although the Soviet library journal *Bibliotekar'* (The Librarian) still basically reflects a pre-glasnost mentality, some interesting views are beginning to appear."

Challenges to librarians, orthodoxies

Librarians are being urged to become more imaginative and less afraid of unorthodox ideas. A librarian-sociologist, discussing ways to stimulate reading by adolescents, suggests not ignoring books in demand just because they are not on (ideologically) "recommended" reading lists. The author feels such works would spark controversy and greater interest among teenagers:

"I see along with the recommended displays and reviews (of materials)—displays that are polemical, reviews that present the theme or problem from various points of view. The librarian does not walk away from disagreement with the reader but boldly and skillfully demonstrates knowledge about books which he considers poor. . . ."[5]

The requirement that all libraries carry the Party's message to the public and that each librarian be committed to communist ideology is unlikely to change soon. However, promoting tolerance for a diversity of views, even in this limited context, is a broader interpretation of the propagandistic role information professionals have had to play in the U.S.S.R. In effect, the author is admitting the failure of the one-sided approach to achieve its purpose.

This more sophisticated attitude toward information is characteristic of Gorbachev's glasnost policy. As another author in *Bibliotekar'* put it, libraries should become catalysts for discussion groups and provide materials that draw attention to divisive social issues: "Debate, polemics, and the confrontation of different points of view are the best school of thought."[6]

Extending the kind of glasnost now prevailing in the mass media into Soviet libraries would be an important change. It could also help reverse shrinking readership and declining library use noted in the current library literature. One reason for this decline is the abundance of dull books published and promoted for their ideology at the expense of books people really want to read. *Bibliotekar'* recently pointed out that six of 10 requests from young readers are not filled because requested items are unavailable in public libraries.[7] Recent years have also seen the growth of private lending libraries in apartments and clandestine circulation networks.

Libraries and economic progress

According to P. Buga, a Ministry of Higher Education li-

brary official, libraries need to adjust to the new educational reforms that are part of Gorbachev's plan to restructure the Soviet economy and introduce the high technology indispensable to modernization. The reforms will require more openness on the part of libraries. Noting that some academic libraries have opened their reading rooms to non-enrolled users, Buga says these cases are rare and access to materials is still too limited and compartmentalized: "The reserves for making full use of the powerful potential of academic libraries...are far from depleted. Many academic libraries are still leading a way of life as if they were locked behind institute walls...The broadening of professional contacts and the overcoming of the departmental attitude are also important aspects of perestroika (restructuring)."[8]

Buga also points out the lack of sophistication Soviet students display as library researchers. He calls for more library in-

Glasnost update:

A report and commentary from a 1988 U.S.-U.S.S.R. library seminar

Dennis Kimmage attended the two-nation "Access" seminar in Washington this summer on assignment from American Libraries.

GLASNOST MAY INDEED BE WORKING its way into Soviet libraries. Reflecting the new openness was the atmosphere at a U.S.-U.S.S.R. Seminar on Access to Library Resources through Technology and Preservation, July 5-8 in Washington, D.C. Dialogue with the Soviets was relatively frank and productive. They freely admitted lagging far behind the United States in library automation and being isolated from developing technologies. Their eagerness for cooperation and compromise struck many U.S. participants as genuine, providing the basis for expanded contacts, exchanges, and joint projects.

The seminar, which attracted 12 Soviet participants, many of whom also attended ALA's Annual Conference, was a project of the U.S.-U.S.S.R. Commission on Library Cooperation. Funding was provided by International Research and Exchanges (IREX), on behalf of the American Council of Learned Societies and the U.S.S.R. Library Council.

My interviews with Soviet librarians also revealed concern for broader issues in librarianship, such as censorship and the need for independent professional organizations.

Western Pubs and copy machines

Recent articles in the Soviet press have called for greater access in libraries to restricted materials, archives, western publications like *Time*, *Newsweek*, and *U.S. News & World Report*, and copy machines. Soviets attending the seminar agreed, emphasizing the need for more western publications.

The Washington Post has reported that thousands of books, mostly political and literary works repressed under Stallin, are being returned from "spetskhran" (special shelves) locations to open shelves. A Soviet librarian at the seminar said that about 95 percent of the "spetskhran" materials are being transferred to open access, although in some places opposition is slowing the pace.

Libraries in the Baltic republics of the U.S.S.R appear to be in the forefront of change. A public exhibit of previously restricted materials is being planned this fall at the National Library of the Lithuanian S.S.R. Western journals are no longer being segregated from other journals in Lithuanian and Estonian libraries. Libraries in Estonia and Lithuania appear to be allowing open access to copy machines. Soviet sensitivity in this area, nevertheless, remains. Where open access to copy equipment is allowed, rules stipulate that only library materials (and not personal items) may be copied.



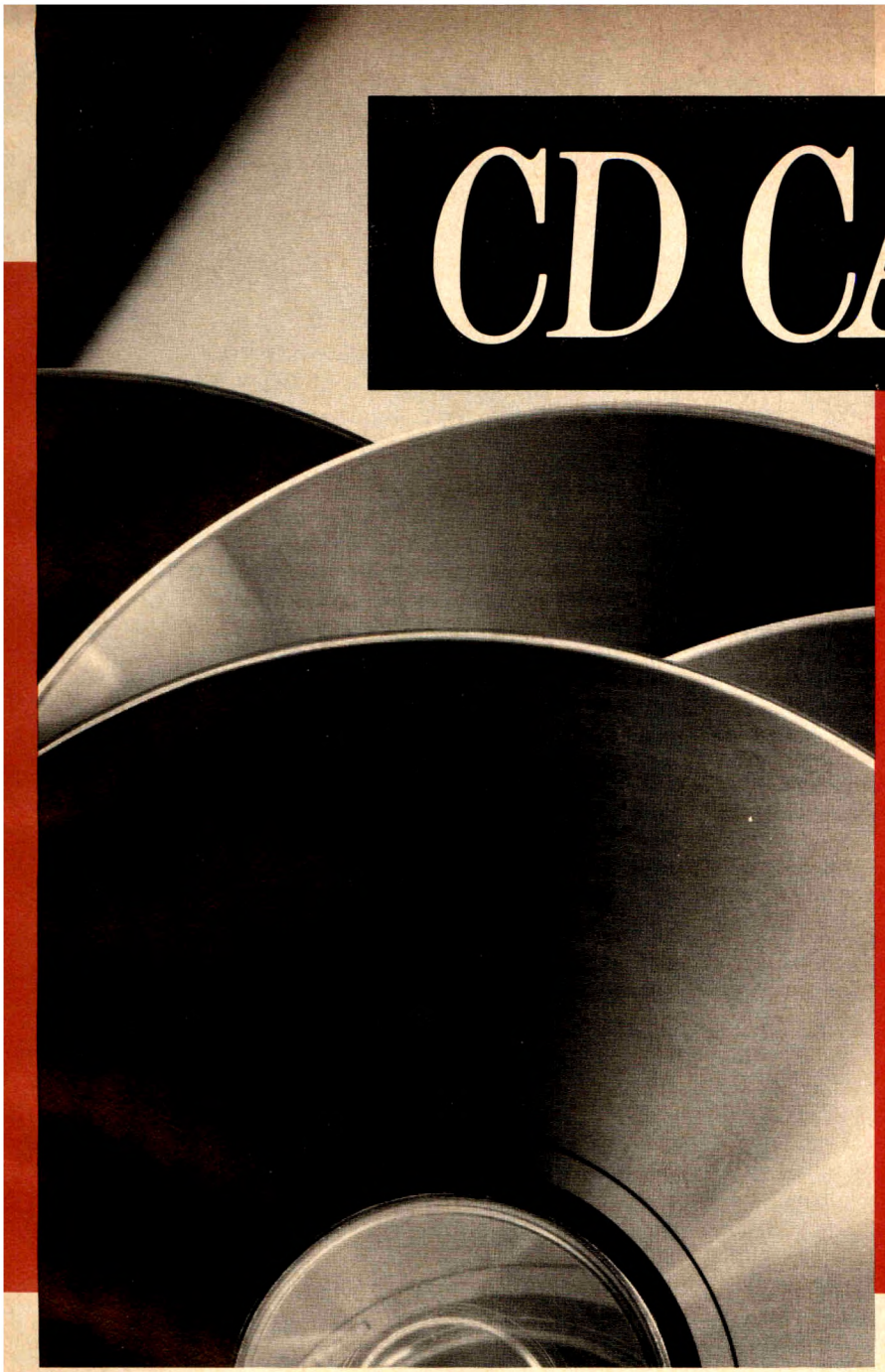
The roof of the Library of Congress's Madison Building offered a spectacular view of Fourth of July fireworks for Russian seminar participants, who were hosted by Librarian of Congress James H. Billington. From left: Nikolai S. Kartashov, Lenin State Library; Nikolai Timofeyev, director of Moscow University Press and head of a delegation of scholarly publishers; Billington; and Iurii V. Torsuev, All-Union Book Chamber, U.S.S.R.

Restricted access to certain historical archives and the lack of catalogs of archival materials are other forms of censorship that concerned many Soviet librarians. A commission has evidently been established to examine this issue, and a favorable resolution is expected this fall. Legal guarantees are being sought to end censorship of works by living Soviet writers removed from library collections or snipped out of journals for political reasons.

Official policies of State atheism made it difficult to find Bibles or religious literature in Soviet libraries. This type of censorship is breaking down in Estonian libraries, where religious and theological literature is being returned to main collections. Children's books containing Bible stories are being published and appearing in Estonian libraries. This trend is expected to spread, I was told, and may affect the role of Soviet libraries as promoters of atheism.

Several Soviets I interviewed said that greater initiative by librarians is needed to promote change in the library system. Support for establishing professional library organizations independent of state control is growing and might encourage greater participation in the reform movement. In Estonia an independent association of librarians has already received official approval. Similar groups are being formed in Latvia and Lithuania. Russian librarians are also reportedly interested in reviving certain pre-Revolutionary library organizations. Independent library organizations are viewed as essential in formulating codes of ethics and promoting legal guarantees to preserve information access and readers' rights.

The seminar and my interviews there have persuaded me that the momentum for change in Soviet libraries may be increasing significantly as glasnost becomes a more permanent feature of Soviet life. The most promising development to date is the formation of library groups seeking organizational autonomy, professional standards, and legal protections. If such groups can achieve establishment status and obtain some power over decisions affecting libraries, the chances of creating a new and more open Soviet library will improve, along with opportunities for broader interaction with the international library community. □



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"They [Soviet librarians] hope that future exchanges will involve fewer representatives of professional organizations and more practicing librarians."

struction and emphasizes the importance of independent inquiry as part of a more open library system: "The principal direction of the reforms being realized in higher education is the development of independence in future specialists, the rejection of small-minded guardianship during the years of instruction. Such independence assumes a free orientation in the literature, a mastering of the skills needed to work with information and bibliographic materials."[9]

Buga calls for a reappraisal of the entire system of reader services in academic libraries and the dissemination of scientific information, especially periodical and foreign literature. Soviet academics are vexed by the difficulties of getting timely scientific and technical information, owing partly to the slow pace of library automation and the underdeveloped Soviet communications system. Estimates of per capita distribution of telephones in the U.S.S.R. are 10 per 100 citizens (100 per 100 in the U.S. and 60 per 100 in most industrialized countries). *Bibliotekar'* recently reported that only about 50 percent of Soviet libraries have a telephone.[10]

Computer literacy

The current five-year plan calls for dramatic investments in the communications system and in advanced information technologies, including production and purchase of personal computers and education for computer literacy. The goal of introducing a million computers into Soviet schools by the early 1990s has been stated by Boris Naumov,[11] director of the Institute of Informatics Problems, and reiterated recently at a meeting of top American and Soviet scientists.[12] Meanwhile, the Brezhnev legacy has left Soviet libraries at a technological disadvantage, unprepared to shift to an information-based society. The widespread introduction of computer technology is considered essential if the quality of library collections and reader services is to improve. Buga points out that the technological level of Soviet libraries "is far from brilliant and in many ways has remained on the level of the 1940s." The latest five-year plan is meant to turn this situation around.

Buga balances his criticism by noting that perestroika is improving the situation and providing some models of automated undergraduate libraries. Actually, although library automation has been woefully inadequate, resource sharing through computerization and networking has been proceeding in the U.S.S.R., especially among the elite research institutions. Much progress has been made over the last 15 years, although most plans have been based on mainframe technology. Several documentation centers, for example, exist to process information across a wide range of disciplines. VINITI, the All-Union Institute for Science and Technology Information, processes thousands of periodicals and books for inclusion into its database files. The reference microcomputer workstation shown to me at the Lenin Library was connected to the more than 80 VINITI databases. Networks like ACADEMNET link several elite research institutes for online searching and resource sharing.

"*Bibliotekar'* recently reported that only about 50 percent of Soviet libraries have a telephone."

My visit to INION (The Institute of Scientific Information on the Social Sciences) enabled me to see a technologically advanced Soviet library. Like VINITI, INION is a documentation center and has access to computers and other information storage devices which it uses to produce data banks and a series of seven abstracting journals. INION is also a research library for an elite group of scholars.

Founded in 1969, the library is several subway stops from downtown Moscow and is a beautiful and well-designed structure. A Soviet colleague helped arrange for me to use the library's resources to collect Soviet information on joint ventures. I tried the card catalogs and print indexing sources, but finding little, requested a computer search. The bibliographers at INION were extremely gracious, and I received the results of the search in three days. But the citations were few and indicated the lack of material on a subject of great importance to the U.S.S.R. That situation will probably change, however, as a result of new commercial policies. Nevertheless, the search gave me a chance to meet and talk informally with some of the INION bibliographers.

"Soviet librarians I met relished the chance to meet their American counterparts or visit American libraries."

Genuine dialogue

Unfortunately, such informal contact is rare. Soviet librarians I met relished the chance to meet their American counterparts or visit American libraries. They hope that future exchanges will involve fewer representatives of professional organizations and more practicing librarians. Although fear and mistrust still make Soviets reluctant to share personal opinions openly, glasnost is blurring the distinction Russians have drawn between what they say in public and in private, improving the possibility for more genuine dialogue. During my stay in July 1987, however, I still found librarians and other Soviet citizens much less communicative about political topics in an "official" setting than during chance meetings.

Topics like CD-ROM information storage and end-user searching, on the other hand, evoked much interest. The dispersal of control over information, inherent in microcomputer-based systems, is a challenge to the highly centralized way information access is handled in the Soviet Union. This centralized control will be difficult to maintain as personal access to

"...resource sharing through computerization and networking has been proceeding in the U.S.S.R., especially among the elite research institutions."

telephone lines, computer terminals, and computerized databases increases.

A litmus for glasnost

The effects of glasnost on the Soviet information environment should not be underestimated. The catastrophic lag in science and technology is forcing a more practical and less ideological approach to information that recognizes the relationship between technological progress and more open access to diverse and accurate information. For Soviet libraries this might mean a greater variety of sources and opinions available in the library setting and fewer crude acts of censorship.

It is encouraging that glasnost is beginning to surface in the library literature, endorsing the pluralism of ideas and calling for less passivity and more independence of views by librarians. If glasnost and the de-Stalinization of Soviet society continue, there is hope that Soviet libraries will be affected more profoundly than at present. One sign would be discussion of how libraries became part of the Stalinist legacy by limiting the right to know and to challenge, how that role contributed to the current crisis, and what needs to happen for that legacy to be discarded. In a sense, future changes will be a litmus test of the depth and direction of the glasnost phenomenon. □

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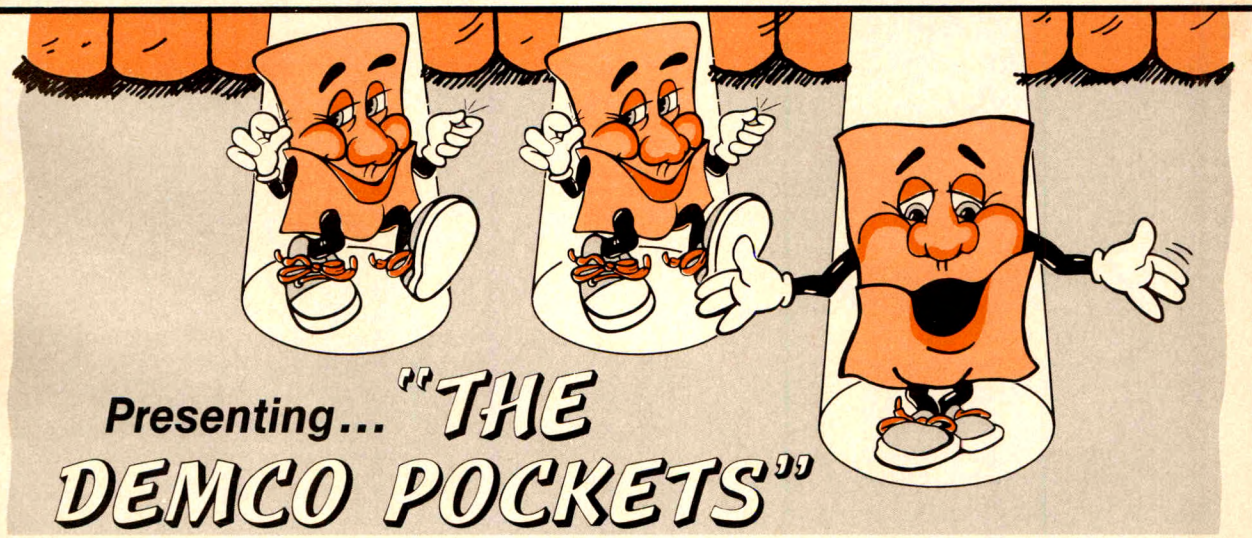
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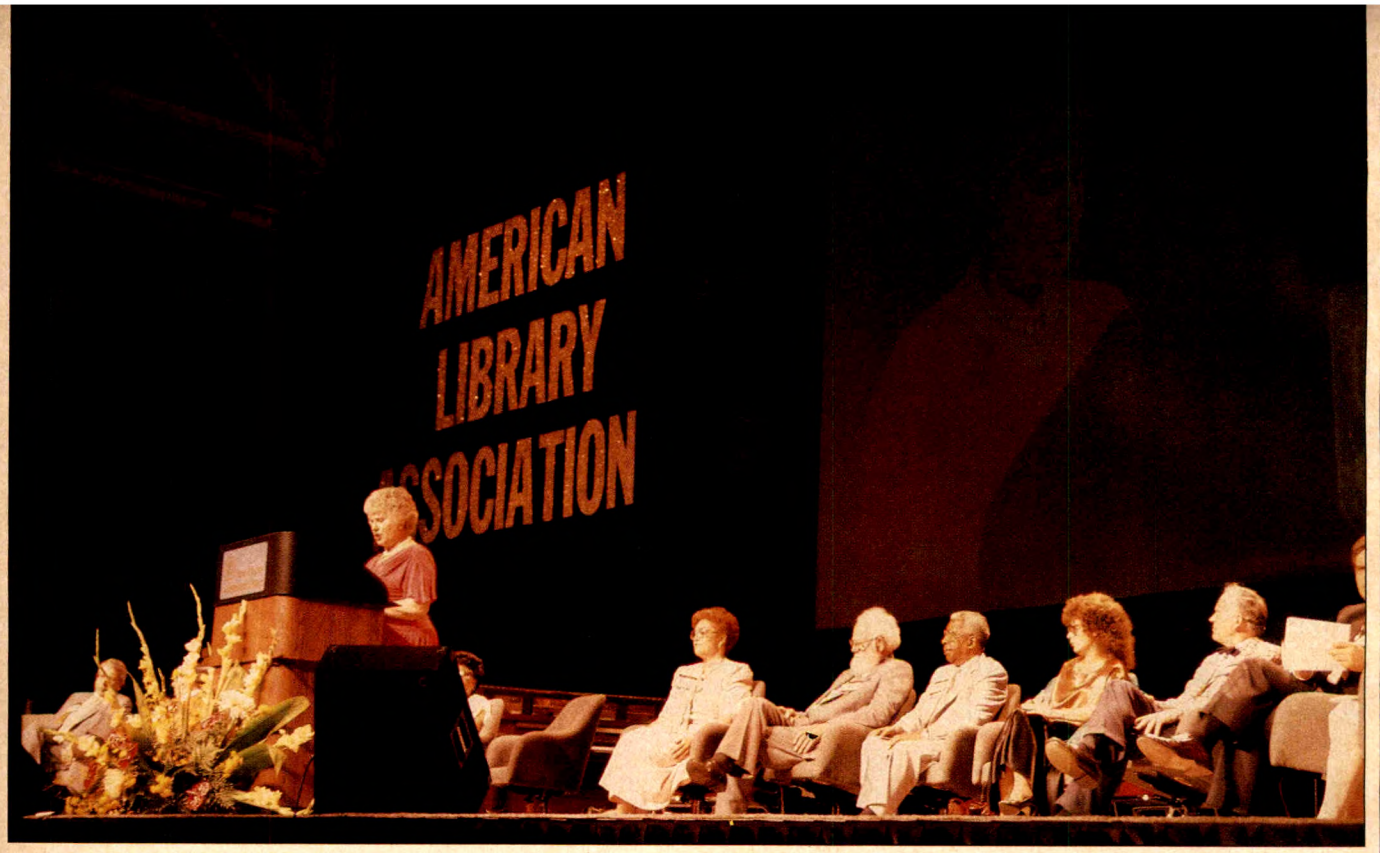
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News from Annual Conference in New Orleans:

Big, but not so easy

For many of the 16,600 conference registrants, July 9–14 in the Big Easy was dawg-hard work

WITH THE SECOND LARGEST registration in ALA conference history, with convention facilities big enough to swallow a Mardi Gras parade, and with great open spaces to enjoy along the Mississippi, New Orleans lived up to the "Big" in its nickname from the perspective of 107th Annual Conference participants.

Was it easy as well? Not for those attempting the steamy treks from Convention Center to far-flung hotels, meeting rooms, and French Quarter restaurants. Though Gale-sponsored buses helped, life along the Mississippi seemed to wear heavy on serious meeting-goers by the end of the week. Exhibitors working some 1,100 booths also developed a red-beans-and-rice complexion by the time they packed it in.

But in this world, what's easy that's worth anything? With the help of Local Arrangements chairs Kathleen Heim and Philip Leinbach and committees, New Orleans delivered on its promised advantages and earned tentative approval as the site for 1993's annual convention.

Was it easy for President Margaret Chisholm to "lead, motivate, and inspire" night and day after drumming out those themes all year? No—but she managed, stimulating an impressive number of programs focusing on leadership.

Has it been easy for minority groups to build a presence in ALA that goes beyond tokenism? No, but in some ways the 107th Annual Conference belonged to the so-called minorities, as they saw their articulated concerns (*AL*, July/August 1986, p. 546-47) incorporated into ALA Policy and addressed in dozens of outstanding programs with wide-ranging sponsorship (see reports). Minority presence, at ALA New Orleans, was commanding.

In the back bayous of ALA politics, was it easy for the Executive Board to replace the two members elected to Association office (Patricia Berger and Carla Stoffle) with members who would serve the board through Midwinter? No, because incoming president F. William Summers wanted to bypass the traditional slate of current board members and name two "fresh" candidates to serve (Robert Rohlf and Donna Dziedzic). Now bear with us: Board members favoring colleagues Patricia Schuman and Regina Minudri forced the issue to Council, which overrode policy-related objections and, amidst whispers and caucuses and political alignments, recommended Schuman and Minudri, whom Summers then named to the six-month terms, against his feeling that the board tends to be self-perpetuating. "I felt obliged to accept Council's advice for the good of the organization and the Board," he told *AL* later.

Many would say that nothing is easy at an ALA annual, and members Evelyn Minick and her husband Elliot Shelkrot would agree: their son Benjamin Louis was born at Tulane Hospital more than two months early at 3:10 a.m. in the middle of conference week, July 11. Our best wishes to mom and son, both doing well at press time.

AL's conference staff, neither big nor easygoing in its attempts to cover Annual's 2,000-plus meetings, offers the following selected news reports, written by Lois Pear-

son, covering her last conference before retirement, Gordon Flagg, Tom Gaughan, Art Plotnik, and named contributors.

The tomatoes were librarians

New Orleans is different. Elevator music is Fats Waller, not the Saccharine Strings. Bistros dispense tall, potent concoctions called Hurricanes, from Slurpie machines! Mayor Sidney Barthelmy, grinning like a riverboat gambler, reminded ALAers that earlier in San Antonio he'd promised good weather, then said, "I didn't realize I'd be telling the truth."

There's an amiable, pleasantly wacky insouciance, a don't-sweat-it attitude, about the place; an atmospheric invitation to walk on the wild side. And judging by librarians dancing down Bourbon Street, some embraced it.

In Chicago, when an out-of-control beer truck threatens to wipe out an open-air bar, you run for cover. In New Orleans, they waved it in. I saw it happen.

But the sugar on the beignet came when *AL* staffers sought to identify names behind Mardi Gras disguises ranging from lord viceroys to vegetables. Who were the royally costumed participants? Were they librarians? "No," said a New Orleans Public Library staffer, "the tomatoes were librarians." In loopy, charming New Orleans, it made sense.—*T.G.*



***(CONFERENCE) LIFE ON THE MISSISSIPPI.** John H. Hunter of Prairie View A & M College, Prairie View, Texas, and J. Arthur Benson of Los Angeles County Public Library relax after a full morning. Even the usually busy River seems to be following their lead.*

Lindy, Tip, and The Duke: Larger-than-life opener

Politics and politicians dominated a larger-than-life Opening Session before a full Convention Hall Ballroom. President Margaret Chisholm's year-long theme, Leadership, was personified by the likes of Thomas P. "Tip" O'Neill, former Speaker of the House; Rep. Lindy Boggs of Louisiana; and Gerry D'Amico, Michael S. Dukakis' personal emissary to the Conference.

Two larger-than-life library leaders, Ralph Ellsworth and Spencer G. Shaw, received the Association's highest honor—life memberships. And all really were larger than life, thanks to a 30-foot projection television screen that made seeing, even from the far corners of the cavernous hall, a big easy.

Lindy Boggs delighted ALAers with her knowledge of libraries, gained as a school librarian and through House committee duties relating to the Library of Congress.

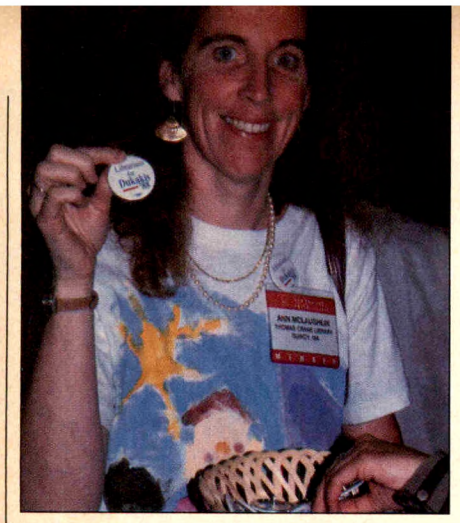
Tip was Tip, larger than life without the







***A CONFERENCE CARNIVAL RECEPTION** featured doubloons and beads thrown from Mardi Gras floats, gumbo galore, the Krewe of Caesar, and such masqueraders as Collin Hamer, Jr., of New Orleans PL, co-host with ALA and Ingram.*

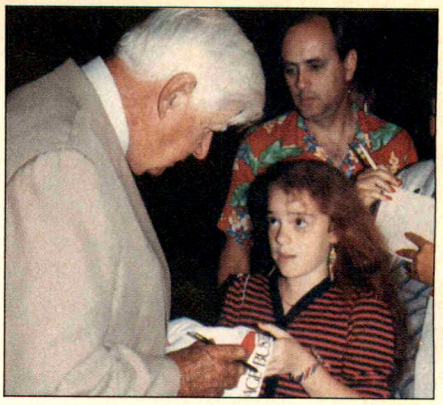


Dukakis won double exposure thanks to speaker D'Amico and this campaigner.

screen, announcing, "Only ALA could get me away from Cape Cod at this time of year," telling stories about JFK, assessing the upcoming election, and bashing Russians and Republicans with vigor.

Chisholm and D'Amico performed the rare feat of upstaging the Speaker. Introducing D'Amico, Massachusetts literacy chief, Chisholm said she'd invited all presidential candidates to the meeting, but only Dukakis had responded.

D'Amico read a letter from Dukakis offering some of his ideas about libraries. Acknowledging libraries' important economic, social, and cultural roles, Dukakis asked for librarian input, adding "...you



Tip O'Neill signs Louisiana Library Association T-shirt for Margaret Heim, daughter of LSU library school dean Kathleen Heim.

ALA Membership, Council, & Executive Board actions in New Orleans

Membership

At its meetings July 11 and 13, ALA Membership resolved:

- **to reaffirm ALA support of freedom of access to information** and ideas and the freedom to communicate of all people, regardless of their origin, background, or views (MD 1).*
- **to express to President Reagan ALA's disappointment** in his failure to renominate Bessie Moore to the National Commission on Library and Information Science (NCLIS) and request her reappointment (MD 2).
- **to request that Council adopt the Minority Concerns Committee recommendations** presented by the Policy Monitoring Committee (MD 4 and CD 57).
- **to submit to Council an advisory statement** requesting that the Committee on Program Evaluation and Support (COPES), the Executive Board, Council, and Management take all the necessary steps to ensure that 50 percent of ALA expenditures be directed to program activities and that this goal be reached within five years (unnumbered motion reported in CD 79).
- **to pay silent tribute** to recently deceased ALA members (*AL*, July/August, p. 612). Membership received memorials honoring Oliver Kirkpatrick, John Mackenzie Cory, Margaret Alexander Edwards, Margaret Kaltenbach, and Margaret Friste Willis (TD 7-11).
- **to congratulate the Rare Books and Manuscripts Section** of the Association of College and Research Libraries on its 30th anniversary, and **to recognize Stuart Forth's** 40 years of distinguished service and wish him a long and happy retirement (TD 1 and 2).

*Membership, Council, and Executive Board documents may be requested by number from Miriam Hornback, Council Secretariat, at ALA Headquarters. Please enclose an addressed, stamped envelope with your request.

Council

The ALA Council met July 10, 12, and 13 and voted:

- **to call for the immediate cessation of the FBI Library Awareness Program** and use all appropriate ALA resources to oppose all similar attempts to intimidate the library community and/or to interfere with the private rights of library users. Copies of the resolution were forwarded to the President of the United States, the FBI director, the Democratic and Republican Party platform committee chairs, appropriate House and Senate committees, Toby McIntosh of the Bureau of National Affairs, and NCLIS (CD 77.4).

Council also expressed ALA's appreciation to McIntosh for requesting the transcript of the NCLIS-FBI meeting (*AL*, April, p. 224) (CD 77.3).

- **to urge NCLIS to become informed about the privacy rights of all library patrons**, work to ensure that government agencies operate within legal guidelines in obtaining information that invades citizens' privacy rights, and respect librarians' rights to deliver information services to patrons. Council also asked the Committee on Legislation to review NCLIS policies and activities annually and recommend to Executive Board and Council any actions ALA should take relative to these activities (CD 76).



NCLIS director Susan K. Martin gets ALA advice

- **to strongly support the Video and Library Privacy Protection Act**, H. 4947 and S. 2361 (CD 77.1).
- **to strongly oppose the Child Protection and Obscenity Enforcement Act**, H. 3889 and S. 2033 (CD 77.2).
- **to cooperate fully with Article 19**, the International Centre on Censorship established in London to promote intellectual freedom (CD 77.5).
- **to express deep appreciation to Surgeon General C. Everett Koop** for advocating free access to information about AIDS (CD 77.6).
- **to call upon the next U.S. President to immediately affirm a policy of free and open access to information** by and about the U.S. government, restrict no information solely on the basis that it is sensitive, ensure that information is readily and equally available, protect privacy rights, curtail inappropriate classification of information, and limit the Office of Management and Budget role in controlling information. Council also directed ALA to send the resolution and *Less Access to Less Information by and about the U.S. Government* to U.S. Presidential candidates (CD 75).
- **to commend the work of the Coalition on Government Information** (CD 54).
- **to request that the Intellectual Freedom Committee** include in the Library Bill of Rights the concept of freedom of access to information and libraries without limitation by language or economic status (CD 60).
- **to urge the Joint Committee on Printing** to direct the Public Printer to make the permanent printed edition of the *Congressional Record* available to all depository libraries (CD 73) and direct the Government Printing Office to expedite the awarding of microfiche titles contracts not affected by possible litigation (CD 74).
- **to establish** a new Standing Coordinating Committee on Freedom and Equality of Access to Information (CD 46).
- **to oppose** mandatory drug testing of library employees, and publish this policy in *AL* and the *ALA Policy Manual* (CD 61).
- **to adopt** the Standing Committee on Library Education (SCOLE) proposal that "the master's degree from a program accredited by the ALA is the appropriate professional

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can be assured that my administration will listen to your ideas."

Calling the FBI's Library Awareness Program "ill-conceived and totally ineffective," the letter drew cheers with, "I fully support your strong opposition to that program and as President would terminate it."

That's what it took to upstage O'Neill and increase the number of "Librarians for Dukakis" buttons that began appearing. But in The Big Easy, weighty issues need balance, and politics and politicians gave way to a unique, indoor All-Conference Mardi Gras following the conference opener.

Five young library leaders star at President's Program

Harlan Cleveland, author, professor emeritus, and former dean of the University of Minnesota Hubert Humphrey Institute of Public Affairs, keynoted President Margaret Chisholm's program, "Visionary Leaders of 2020: Developing Leadership in Human Resources for Library and Information Science." Five young librarians selected to represent emerging leadership co-starred.

Paraphrasing Mao Tse-tung, Cleveland said a leader's job is to sniff around, find out what the masses want, codify, budget, and organize people, and "always check back with the masses to be sure you're keeping up." He sees librarians as ex-officio community leaders who must serve up the flood of information in usable ways. "Librarians have a special responsibility to lead, not follow, in the global fairness revolution," he said.

ALA Past President Brooke Sheldon, chair of the 2020 committee, introduced the committee's selections by displaying their portraits on a huge screen: Denyvetta Davis, head of the Ralph Ellison Branch, Metropolitan Library System in Oklahoma County; Martin Gomez, Northwest District chief, Chicago Public Library; Nancy

degree for librarians" (CD 10.1).

- **to adopt** the American Association of School Librarians (AASL) proposal that an ALA-accredited master's degree or a master's with a specialty in school library media accredited by the National Council for the Accreditation of Teacher Education "is the appropriate first professional degree for school library media specialists" (CD 62).
- **to commend** AASL and the Association for Educational Communications and Technology for developing and publishing *Information Power: Guidelines for School Library Media Programs* (CD 67).
- **to approve** the restructuring of the Staff Committee on Mediation, Arbitration, and Inquiry (CD 47).
- **to amend** the *ALA Policy Manual* to provide that ALA publications printing classified ads for librarian positions publish a regional salary guide listing minimum salaries recommended by state associations (CD 63).
- **to endorse** the concept of establishing a Friends of the Alexandrian Library (U.S.A.) (CD 64).
- **to urge** libraries, publishers, and others to contribute relevant, unneeded materials to libraries in developing countries and ask foundations to supply mailing costs (CD 65).
- **to approve** Committee on Organization recommendations that establish official relationships with nine educational associations, that a two-year trial internship program be established on committees willing to participate, and that a revised statement on the use of ALA's name and joint relationships be adopted (CD 66).
- **to urge** U.S. House of Representatives and Senate conferees to provide the funding levels for LSCA, HEA, and ESEA that the House passed in the 1989 Labor-HHS-Education appropriations bill, H. 4783 (CD 70).
- **to commend** the National Endowment for the Humanities for its preservation efforts and Rep. Sidney Yates (D-Ill.) for his initiative in recommending increased funding, and urge House-Senate conferees to provide $12.5 million to address the brittle books crisis (CD 71).
- **to support** the proposed Young Americans Act (CD 72).
- **to adopt** the Policy Monitoring Committee recommendations on resolutions adopted by Council at Midwinter Meeting (CD 57).
- **to adopt** the Constitution and Bylaws Committee recommendations on vacancies in the President-elect's office and eligibility of student members (CD 56).
- **to elect** Amy Kellman, Sul H. Lee, S. Michael Malinconico, and Lois Winkel to the Committee on Committees and Richard G. Akeroyd, Elaine M. Albright, Margaret A. Bush, June Garcia, and Gerald Shields to the Planning & Budget Assembly. Council also recommended that Regina Minudri and Patricia Schuman be appointed to fill the vacancies on the Executive Board.

Executive Board

At its four meetings, Executive Board members* voted:

- **to approve** additional budgeting assistance to allow Intellectual Freedom Committee representatives and ALA President Summers to meet with the FBI to discuss the Library Awareness Project.
- **to file** a Freedom of Information Act suit to obtain full documentation of the FBI program, all FBI library visits, and all related activities.

*July 9, 11, and 12, President Margaret Chisholm, Vice President F. William Summers, Treasurer Patricia Schuman, Past President Regina Minudri, Patricia Wilson Berger, Margaret L. Crist, J. Dennis Day, Elizabeth D. Futas, Duane F. Johnson, Carla J. Stoffle, Robert D. Stueart, and Lucille Thomas. On July 14, under President Summers, Sharon A. Hogan joined the board. Futas, Schuman, and Minudri had completed their terms, but Schuman and Minudri were appointed interim members to serve through Midwinter, when Council will elect members to fill the vacancies created by the election to office of Stoffle and Berger.

- **to accept** in principle an Endowment Trustees and Executive Board Finance and Audit Subcommittee proposal to repay the $1.2 million Huron Plaza (HP) loan and build the ALA Endowment by transferring the $750,000 representing accumulated interest on the loan from the general fund to the Board-designated Endowment Fund; transferring the Huron Plaza Building assets to the fund; and paying HP net operating expenses from the general fund. The general fund will reduce the draw from the Endowment a minimum of 10 percent beginning in 1989 (ED 5).
- **to approve** COPES recommendations that the deferred division national conference revenues be included in determining the AASL budget ceiling only for FY 1989 and that the tentative total ALA 1989 budgetary ceiling be $20.5 million, the general fund budget ceiling $14.3 million, and the total capital budget $655,000. The board approved two budgeted reserves of $231,000 for the general fund and $168,000 for the plant fund (ED 4). The board also asked its Finance and Audit Subcommittee to recommend financial policies to drive and guide the Business Plan with specific focus on capital budget issues by Midwinter Meeting.



COPES Chair Agnes M. Griffen

- **to ask** legal counsel to request that M&I Investment Management Corp. of Milwaukee, manager of the Public Library Trusteeship, immediately remedy its breach of the ALA contract specifying South African–free investments (ED5.1)

Outgoing COPES Chair Agnes Griffen informed the board that the committee is examining the Operating Agreement and Management Practices, especially the underlying policy and value considerations. She hopes that a meeting with division represen-

Kranich, public and administrative services director at New York University; Amy Owen, Utah State Library deputy director; and James F. Williams, University of Colorado/Boulder Libraries director.

In the panel discussion, Sheldon asked the five to define their greatest strengths. They named the ability to look easy-going and take risks (Davis), diplomatic skills (Gomez), energy and stamina (Kranich), a desire to see things change for the better (Owen), and optimism and a sense of humor (Williams). They identified their mentors, including Virginia Lacy Jones (Davis and Williams) and Carlton Rochell (Kranich).

(Continued on p. 665.)



At the President's program, young leaders (from left) Denyvetta Davis, Martin Gomez, Nancy Kranich, Amy Owen, and James Wilson exuded optimism about the profession. "We'll break down the barriers to access," said Wilson. "We're reaching out way beyond the library," said Kranich. "We can show society how creative we are in being decoders of information."

tatives this fall will produce a method to translate priorities into budget (ED 5.1).

- **to approve** the memorandum of understanding between ALA and the Association of Specialized and Cooperative Library Agencies for basic secretariat services for FY 1989 (ED 2).
- **to authorize** the appointment of a special committee to review the process for conducting the ALA election (ED 109.1).
- **to approve** the following Annual Conference sites and dates:

June 24–29, 1989, Dallas
June 23–28, 1990, Chicago
June 29–July 4, 1991, Atlanta
June 27–July 2, 1992, San Francisco
June 26–July 1, 1993, New Orleans
July 9–14, 1994, New York City
June 24–29, 1995, Chicago
June 28–July 3, 1997, San Francisco
June 27–July 2, 1998, Washington, D.C.

The board will vote on the 1996 date and site this fall (ED 98). Jan. 6–11 was confirmed as the date for the 1990 Midwinter Meeting in Chicago (ED 105).

- **to nominate** Janet Fisher, Grace Moore, and Juli Hinz to the Public Printer's Depository Library Council.

Treasurer's Report

Making her last report to Membership, outgoing Treasurer Patricia Schuman said that ALA's net worth has increased 48 percent since she was elected in 1984. The Association is financially healthy, but the operating fund is still not in a strong liquid position. The plant fund projects an annual operating deficit of over $200,000, she said. A strong advocate of rebuilding the ALA Endowment Fund, she has agreed to head a three-year fund drive.

Schuman questioned the 21-percent increase in staff since 1984 (to 253 employees) but stated the increase may not be out of line. She also said the Association "may have gone overboard" in installing the complex new financial system.

"ALA now has over a thousand committees," she reported, "but we are just beginning to realize that we may be lost in the forest. . . ."

On the increasing importance of revenue-generating activity, Schuman said, "We must begin to assess the real costs in time, in money, and in program of this direction. . . Unless we redirect our efforts, unless we put fewer resources into structure and invest much more in direct action, the net worth of our activity will fall further and further behind. . . .We have no choice but to change if we are to transform threats into issues," Schuman said.

Reports to Council

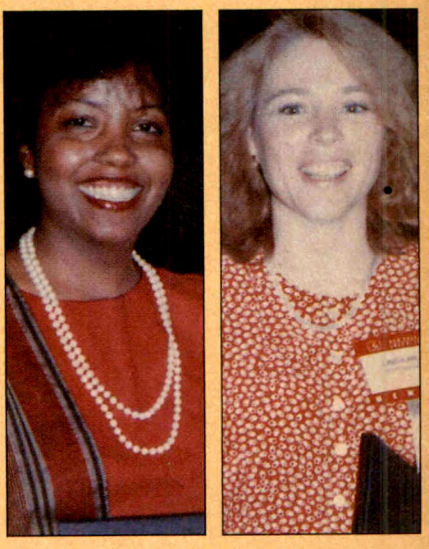
Among the reports made to Council at Annual Conference were:

Intellectual Freedom Committee. IFC member Barbara Cooper began the committee's report by describing two bills recently introduced in Congress that would have "dramatic effects" on libraries: the Video and Library Protection Act, which would create a federal information privacy right in library records; and the Child Protection and Obscenity Enforcement Act, which Cooper said would have "both a direct and an indirect 'chilling' effect on materials that are integral to every library collection in the country."

The report also updated Council on the FBI Library Awareness Program; Article 19, a recently formed international censorship-monitoring organization; state "English-only" initiatives; restrictions on the distribution of dissertations on microfilm to South Africa; and the IFC's Intellectual Freedom Leadership Development Institute, attended by 52 participants last May.

Freedom to Read Foundation. The FBI's Library Awareness Program also dominated the FTRF report. President Judith A. Sessions told Council that the foundation has filed a Freedom of Information Act suit regarding the FBI's activities and has joined ALA in appealing deletions from the Association's FOIA request; however, the foundation chose not to attempt to file suit for an injunction to force the bureau to halt the program.

In recent months the foundation has filed *amicus curiae* briefs in court cases involving a Virginia "harmful to minors" statute, the removal of John Gardner's *Grendel* and Gabriel Garcia Marquez's *One Hundred Years of Solitude* from a high-school reading list in California, and the removal of a humanities text from the curriculum of a Florida high school because of parents' objections to Aristophanes' *Lysistrata* and Chaucer's *The Miller's Tale*. The foundation is also working to change a directive from the city manager of Scottsdale, Ariz., ordering the public library not to make such materials as *Playboy* and *Truly Tasteless Jokes* available to anyone under 18.



"Appropriate" winners: Off to obtain their "appropriate professional degrees from an ALA-accredited program" (see Council resolution 10.1) are Stephanie Sterling, left, Louise Giles Minority Scholarship winner studying for an MLS at UCLA, and Linda Hilton, who will use her David H. Clift scholarship at Drexel library school.

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(Continued from p. 663.)

Sheldon reported that most of the library leaders she has surveyed for a book also had mentors, as well as networks and mentees. Her preliminary research indicates that library leaders possess communications skills, the ability to build strong staffs, and positive self-respect; most leaders she interviewed view themselves as having qualities similar to Fortune 500 CEOs. Sheldon hopes to complete her book on leadership early next year.

LC seeks champagne, gets gumbo

Librarian of Congress James H. Billington, seeking new ways to uncork LC's "champagne" of resources, heard a gumbo of suggestions at an ALA Conference forum a day before the convention's official opening. The hour-long forum was just one of several regional whistle stops this year for LC's new Management and Planning Committee (MAP). Billington formed the committee to review input from such forums, as well as from LC management staff, Arthur Young consultants, and a 29-member National Advisory Committee. The object: to help LC realize its full potential by the year 2000.

Although ALA President Margaret Chisholm had provided written suggestions on behalf of the Association, ALA members present had a chance to speak directly to Billington and staff; and, after a horrifying silence from the crowd of 300, the comments came: improve general access to LC databases; get the science collection better indexed and better used; provide full-text, not merely bibliographic, access; acquaint the nation with LC through a public television series; use CD-ROM rather than microfilm for large-scale preservation; emulate the U.K.'s Boston Spa Lending Library; help recruit children's librarians to the profession; advocate higher salaries for library professionals; take a proactive role in national information policy. . . .

Billington and staff said many of the suggestions were already being explored or would be—but the word "advocacy" prompted Billington to note that LC has limits on its advocacy role. He would rather advocate by providing a shining example of openness in information and sharing, he said. "Our role is to run the Library well and cooperate with others in values of free inquiry. . . . We prefer two-way communication to pontification; if enough people express concern, then we gather to address it. But information policy is the responsibility of many."

MAP will report to the Librarian this fall.



***OPENING THE WAY** for exchange of current national bibliography are U.S.-U.S.S.R. Commission on Library Cooperation Co-Chairs Robert D. Stueart (left), Simmons library school dean, and Nikolai S. Kartashov, U.S.S.R. Library Council president and Lenin State Library director, signing a protocol July 12 before ALA's International Relations Committee.*

Paths to "power" defined for youth-services workers

by Joan L. Atkinson, Univ. of Ala. Graduate School of Library Service

According to career consultant Janice Johnson, the first step along the path to power for youth-service workers is to overcome the negative preconditioning that often limits—especially in women—the choices people envision for themselves.

Johnson, of Diversified Solutions, International, kicked off a two-part program "Money and Power," the joint President's Program for the Young Adult Services Division (YASD) and Association for Library Service to Children (ALSC), cosponsored by the Library Administration and Management Association (LAMA).

Part I targeted youth services librarians who contemplate a move up and out—into general administration, where presumably money and power reside. Johnson outlined a success plan which included defining goals, assessing personal skills, developing written action plans, following through, and evaluating progress.

Library directors Sarah Long of Multnomah County (Oreg.) PL and Regina Minudri of Berkeley (Calif.) PL are two leaders who have modeled the move from youth services to administration. They recounted their experiences and offered advice. Long warned that moving up usually means moving physically, sometimes several times, and incurring a sense of loss and displacement. Also it means moving into conflict, as the administrator is "ground up" by demands from above (governing boards) and below (staff).

Another problem is that administration is nebulous work, often disconcerting for youth librarians accustomed to working with the tangibles of children, young adults, books, films, and other materials. If one overcomes these obstacles, there are positives: the manager can affect the shape of the future.

Minudri discussed ways aspiring administrators may present themselves positively, first by resume and then in the interview. She stressed close scrutiny of job announcements for comparison with personal preferences. Would-be managers must view skills developed in youth work as transferable to a broader arena and present them that way. For example, doing storytelling and booktalking translates into skill in public speaking. Managing a book budget becomes resource allocation and budget planning.

Admitting that requirements for a management position seem to include such impossibles as spinning gold from straw, Minudri listed the following qualities she looks for in applicants: vision, flexibility, adaptability, a broad viewpoint and broad interests, demonstrated growth and potential, a positive attitude, analytical skills, a caring and nurturing outlook, commitment to service, willingness to take risks and accept responsibility, self-confidence, and a sense of humor.

Part II explored how youth-services librarians can enhance their positions but

stay in youth services. The program asked, What contributes to a power base? The answers, presented by a panel of experts, included publicity and public relations, community contacts, participatory planning, grant-writing, and creative politics.

Children the best PR

Mary Somerville of the Louisville Free PL said the best possible public relations tool is a part of youth librarians' daily work—children. Children are photogenic and appeal to the heart. She described a program funded by a local bank in which the mayor read aloud to a large group of children. The event was covered on television's evening news, to the delight of the mayor and the bank president, who wrote the library a thank-you note for allowing the bank to participate!

Gloria Cole of the Flint (Mich.) PL exhorted librarians to be politically astute in developing community contacts. To Cole a political person is one who consciously adopts a set of beliefs which are then used to make decisions affecting other people's lives. The beliefs influence allocation of time and setting of priorities. She emphasized creative listening and establishing common ground. For example, a parent who complained that the library's celebration of Martin Luther King Junior's Birthday lacked seriousness was appointed to serve on the committee to plan the next year's program.

Jane Botham of the Milwaukee PL urged grant-writing as a means to enhanced service. Agencies want to give to good causes but must be convinced, in language they understand, of the library's need and intent.

Robert Drescher of the New Jersey State Library called for involving every staff member in long-range planning. If power corrupts and absolute power corrupts absolutely, participatory planning spreads responsibility among all concerned and therefore encourages survival.

Evie Wilson of Sno-Isle (Wash.) Regional Library viewed creative politics as a natural for youth specialists. The daily work of enticing children into a love of story builds "formidable communication skills" that are transferable. Youth librarians need not fear power and politics and need only to look within themselves for the ultimate practice of populist politics.

Reacting to Part II, Steven Herb of the Dauphin County (Pa.) Library summed up the message as one of building on strength.

Dick Roman



Youth workers who have traveled paths to power are ALSC Pres. Mary Somerville, with carnival mask, Exec. Director Susan Roman, and Past Pres. Jane Botham.

Youth librarians should set goals, take credit for success, be visible in the community for the affiliation with the library, reach out to agencies such as day care centers and parks, and capitalize on the humorous and topical (his finale was an example of both). Herb's final admonition: Create a power base by giving as much as you can for as long as you can to as wide an audience as you can.

Summers calls for fresh look at ALA commitments in year ahead

In his inaugural address July 13, 1988–89 President F. William Summers addressed his chosen theme for the year, "Commitments—Investing in Our Shared Future." He called for a reexamination of "our most enduring" values, intellectual freedom, freedom of access, and professionalism.

"People have asked me why we are fighting the FBI," Summers said. ". . . .we have little choice. We must resist efforts to control, supervise, or even report on the behavior of users of libraries because as individual librarians, and as a professional organization, we have two very fundamental commitments"—respect for the individual and respect for the privacy of the individual user.

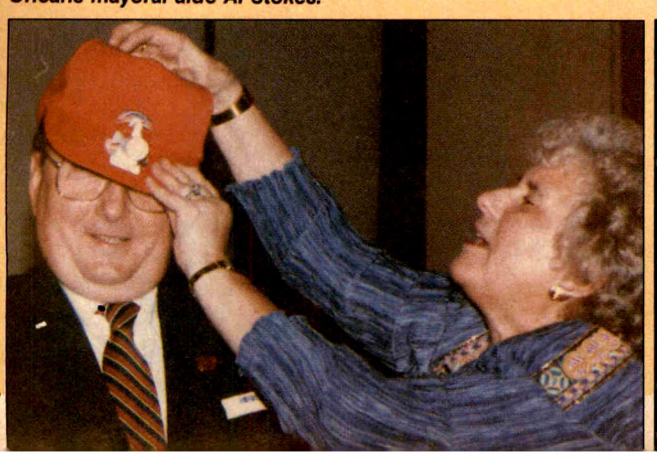
Noting the 20th anniversary of the Freedom to Read Foundation next year, he declared: "We will be fighting on the intellectual freedom front as long as libraries contain ideas, for someone will always like them and someone won't."

Growing out of that commitment is the ALA priority on access to information as a public right, Summers said. "We face the specter of the Office of Management and Budget as the controlling force in creation and availability of information from the U.S. Government."

Summers also noted the concentration of private information in fewer and fewer hands. "We must urge a government policy that will serve to increase healthy and socially responsible competition. . . ," he said.

"Access—the Fifth Freedom" is being planned by Summers and the division heads as the first All-Presidents' Program at 1989 Annual Conference in Dallas, he announced. Summers also praised the "extremely effective" ALA Washington Office, ALA's "noteworthy" intellectual freedom program, nationally ranked division programs, and ALA actions in minority services and recruitment. "ALA is a dynamic organization—our commitments are the products of our wishes," Summers concluded.

Man-for-all-hats Summers receives a cap with cooling fan from predecessor Margaret Chisholm, and poses regally at carnival with New Orleans mayoral aide Al Stokes.





Germaine C. Age

Speaker raps Bloom, Bennett, for perpetuating inequities

In a riveting discourse relating to "Equity in Information Services: The Nation's Minorities and the Leadership Challenge," a black professor of urban education lamented the continuing invisibility of non-Western, non-white contributions to Western society's cultural and intellectual heritage.

Asa G. Hilliard III, Calloway professor of urban education at Georgia State Univ., told an audience composed largely of ethnic minorities that inequity—in information services and other communications—equals the gap between the real and images of the real. Hilliard, a scholar of African history, fired off a slew of documented instances of black-African thought and invention with "real" influence on Western culture, contrasting them with the paltry images of the black-African role as given in Western education and media.

With anger spiced by wit, Hilliard described a search for ethnic history in an average bookstore: "You can find a history of toilets," he said, but in all the history shelves barely a single history that can teach black youths the reality of their heritage. The average library is not much better, he said; one would be hard put to find the story of black resistance to slavers, or of a Senegalese genius in mathematics, chemistry, physics, and sociology, or of the seven black physicists who worked on the Manhattan project, and so on. Hilliard blasted the condescending views of ethnic history he said were implicit in recent books by such higher education critics as Allan Bloom and in statements by Education Secretary William J. Bennett.

To help close the "reality gap," Hilliard has been commissioned to design model high school curricula. He also offers a bibliography of recommended readings called "Free Your Mind" (55 p., $2.50, payable to Dept. of Educational Foundations, from Education Foundations, Georgia State University, 610 Urban Life Building, University Plaza, Atlanta 30303). Among the works he recommends in general is Martin Bernal's *Black Athens: The Afro-Asiatic Roots of Classical Civilization* (Rutgers Univ. Press, 1987).

To the ALA Committee on Minority Concerns, main sponsor of the program, Hilliard suggested that "you help convene an information summit of minority caucuses and professional associations to brainstorm on information needs—issues, publications...and help develop an ethnic component within a model curriculum for pre- and in-service preparation of librarians....Produce criteria for evaluating libraries with ethnic concerns...and undertake a *massive* information campaign to show the gap between reality and images."



Prof. Asa Hilliard called on minority groups to convene an Information Summit.

Moderated by committee chair Ann Randall and featuring panelists Janice Beaudin, Marva DeLoach, Liz Rodriguez Miller, Betty Tsai, Kenneth Yamashita, Irene Yeh, E.J. Josey, and Robert Trujillo, the program was cosponsored by ALA's ethnic-interest groups, related groups, and the Office for Library Outreach Services.

Asians as "model minority": Myth, reality, or both?

The success of Asian-American students "can serve as a valuable lesson for all Americans," observed U.S. Undersecretary of Education Linus Wright at the Asian/Pacific American Librarians Association's program on "Educational Excellence of Asian-Americans: Myth or Reality?"



Undersecretary Wright chats with listener before presentation on Asian-Americans.

Wright, who had been Secretary of Education William Bennett's choice to succeed him upon Bennett's resignation in September, said that the educational achievements of Asian-Americans demonstrate the importance of values, particularly those of close ties between parents and children; he pointed out that this affirms the Department of Education's belief that the parent is the most important teacher.

Asked about the role of libraries in education, Wright answered, "I view the library as being the focal point of every school, be it elementary or secondary." Adding that the library is "the key information center in the school," he recommended training for teachers in how to use the library to help their students.

Other speakers on the program included Tobin Gonzales Barrozo, provost at Metropolitan State College in Denver, who called the educational excellence of Asian-Americans both myth *and* reality. He said that such factors as family, culture, and religion, as well as the recent economic success of Asian nations, are invoked to explain the phenomenon. Barrozo warned that presenting Asian-Americans as the "model minority"—implying that all Asians are alike—is unfair.

Chizuko Izawa of Tulane University provided statistics that documented the outstanding academic achievements of Asian-Americans, which she attributed to environmental factors and hard work. "If this excellence is not a reality," she concluded, "what is?" Izawa warned that excessive praise for Asian-American students might obscure the needs of disadvantaged Asian-American youngsters who "are expected to be good but aren't."

Major Owens' aide predicts tough year for libraries

"Next year's going to be an ugly, awful year in terms of budgets," Braden Goetz, legislative director for Rep. Major Owens (D-N.Y.) told listeners at the ALA Legislation Committee Information Update. "That's what happened when Reagan was elected, and libraries got hurt the most."

Goetz thinks that blocking Reagan's zero-based budgets may prove easier than evading the alternative, the Department of Education Library Improvement Act of 1988, which would give libraries half the federal funding they now receive.

Next year the Library Services and Construction Act (LSCA) will be reviewed for reauthorization, but it may be better to

take a one-year extension and encourage new members of Congress to learn more about library needs, Goetz suggested.

Ronald Kozlowski, Cuyahoga County Public Library director, declared that even "rich" libraries can't do without LSCA to provide expanded resource sharing, access to new information technologies, and services to the disadvantaged, preschoolers, and illiterates.

Blane Dessy, director of the Alabama Public Library Service, recommended that library groups within and outside ALA cooperate in planning and working for improvements and revisions to LSCA.

Pay equity:

Boggs pursues federal action; ALA manual to aid local efforts

Defining pay equity as "a means to correct the wage gap between men and women," U.S. Rep. Lindy Boggs (D-LA) told an ALA audience that 46 states have taken some action on pay equity, and that federal actions are in the works. With the Congressional Caucus on Women's Issues, Boggs is aiming for a federal study that could bring about broad guidelines or legislation.

On the same program, sponsored by the ALA Committee on Pay Equity, Carolyn (Callie) Kenady previewed *The Pay Equity Action Manual for Library Workers* she is preparing for the committee through the ALA Office for Library Personnel Re-



Callie Kenady previews a manual she is preparing for achieving pay equity.

sources. The manual, to be published by ALA in November, provides techniques for documenting local salary discrimination and implementing pay equity adjustments.

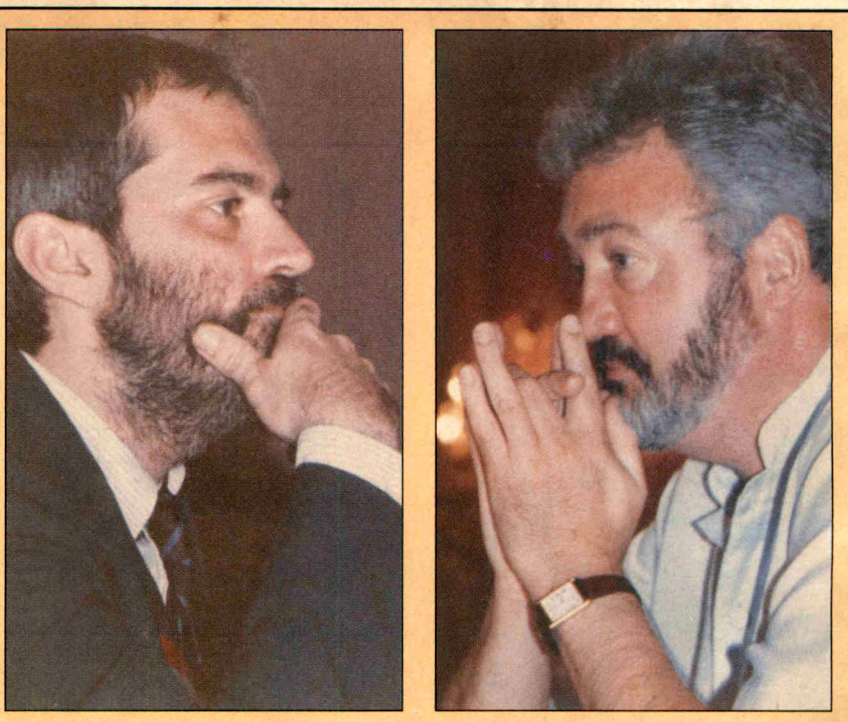
Participating in at least her third session at the conference, Boggs provided an update on federal activity and offered suggestions for mobilizing support. She advised proponents of pay equity to become active members of political-party organizations. "It's up to us to support the candidates who will support our agenda, to get the vote out, and to continue to advise and influence the candidates we have elected," she said.

Boggs hopes to see Congress approve a pilot pay equity study of the Library of Congress (as a large agency in the Legislative Branch) which would add to data stimulating federal action.

In discussing the forthcoming ALA manual, Kenady advised victims of pay inequities to 1) have a plan and 2) get a group together or work with one in seeking adjustments. She addressed pay equity as "a process that seeks to eliminate wage bias against women and minorities," and to achieve sex-and-race-neutral evaluation criteria for jobs across comparable positions. Discrimination can be subtle, and among the manual's techniques for documenting inequities are scattergrams of jobs within a group, showing patterns of female- or male-dominated positions rated by point value and pay. Kenady showed several scattergrams indicating clear patterns of female-dominated positions falling beneath the "average-male-salary" line.

Janice Feye-Stukas of the Minnesota State Library reported on the effects of

(Conference report continued on p. 701.)



Although they have "faced off" in print on matters of cataloging, Richard Smiraglia, left, and Michael Gorman were friendly co-panelists at a crowded RTSD program.

No more Mr. *AACR 2* to kick around

In his role as co-editor and wry defender of the *Anglo-American Cataloguing Rules*, Michael Gorman, right, has attracted a number of distinguished critics, among them Richard P. Smiraglia, left, senior lecturer at Columbia Univ. library school. He has also gathered legions of admirers, who enjoy his elevation of descriptive cataloging into a cultural force second to none.

Some 700 in the cataloging field turned out to hear Gorman, Smiraglia, and Olivia M. A. Madison (Iowa State Univ.) on the current revision of *AACR 2*. Smiraglia, who has argued that *AACR 2R* is actually a new edition of the rules and should be called *AACR 3*, highlighted the saga of international cooperation behind today's cataloging code. Madison cited some lingering areas of contention, such as cataloging of computer files, and said she believes that *AACR 2R* is properly named.

Gorman expanded on some of the remarks offered in a recent *AL* article on the revision (May, p. 387-88), then predicted that, with "main entry" becoming meaningless in machine searching, and better catalog systems likely, the code in the long run will not wear well.

Gorman himself expects to wear well as he concludes his final *AACR* project (*The Concise AACR 2*) and takes on a new post as university librarian, California State Univ./Fresno. "You won't have Michael Gorman to kick around any more," he kidded the audience.

Program sponsor was the Committee on Cataloging: Description and Access of the Resources and Technical Services Division's Cataloging and Classification Section.

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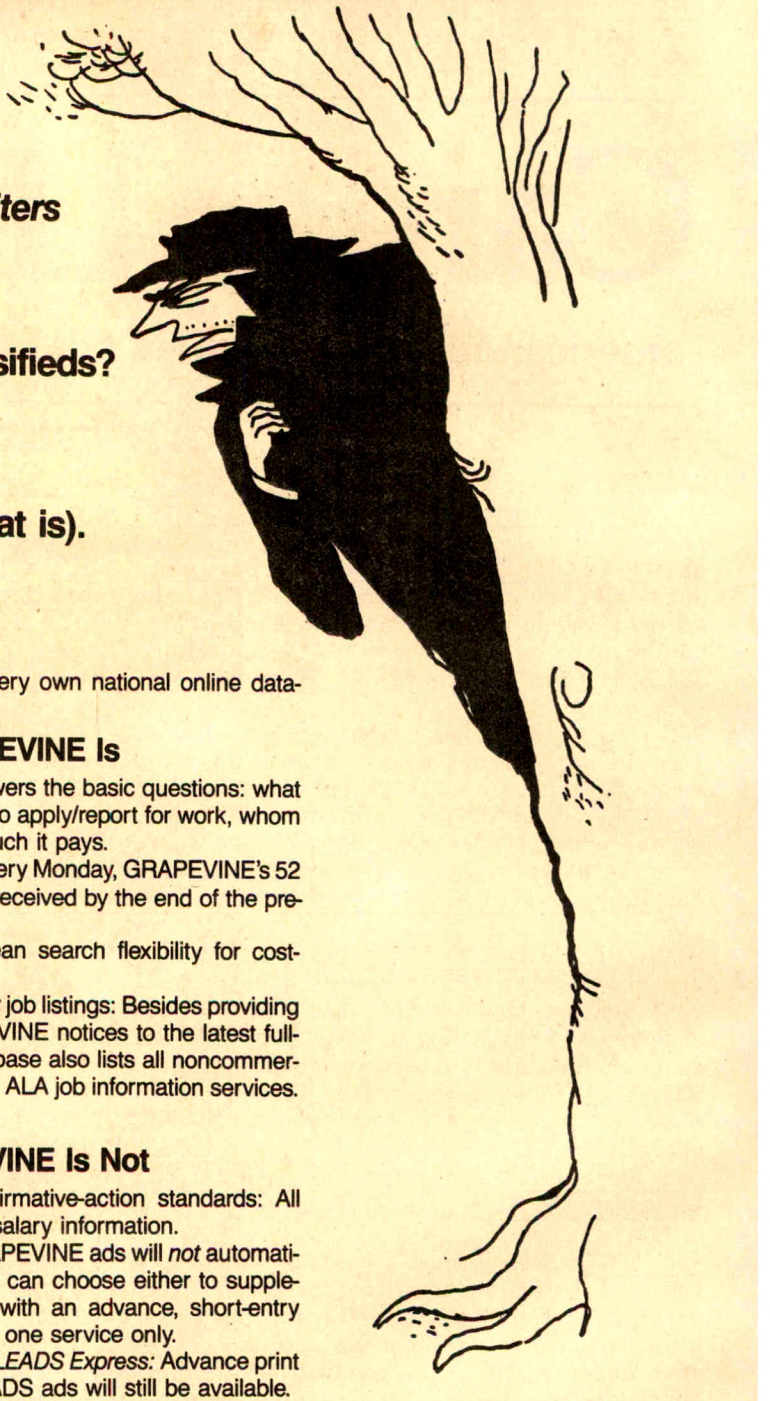
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LATE JOB NOTICES CONTINUED ON PAGE 671.



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The word's out on the GRAPEVINE. Pass it on.

LATE JOB NOTICES CONTINUED FROM PAGE 669.

CHILDREN'S LN., Ropkins Branch, Hartford Pub. Lib. Attractive facility in school complex, redeveloped urban area. MLS req'd. $21,554-$27,716 plus COLA not yet determined. Benefits incl. 20 days' vacation, retirement plan, fully paid life, medical, & dental insurance. Full job description available on request. Immediate opening. Apply by Oct. 3 to: John S. Burgan, Chief Ln., Hartford Pub. Lib., 500 Main St., Hartford, CT 06103; 203-293-6076. An equal-opportunity employer.

COORDINATOR FOR EXTENSION SERVICES. This new position offers great potential for growth & may lead to assistant director appointment after development of Elyria's first branch. Also supervises bookmobile & other extension services plus PR for the lib. ALA-MLS & appropriate exp. required. Starting salary range: $18,179-$22,880 depending on qual. & whether the workweek is set at 38 or 40 hrs. Please forward letter of appl., resume, & letters of ref. to: Donald H. Burrier, Director, Elyria Pub. Lib., 320 Washington Ave., Elyria, OH 44035. EEO.

CHILDREN'S SERVICES (HEAD LN. II). Innovative, energetic, service-oriented ln. w/MLS & at least 2 yrs.' relevant exp. sought to lead the children's dept. of a progressive Long Island lib., 55 minutes from New York City. Duties incl. mat'ls. selection, outreach, programming, readers' advisory services, & staff scheduling, supervision, & training. Book budget is $29,500 + allocations for other lib. mat'ls. Salary: $23,500-$28,500, dep. on qual., + excellent ben. incl. 22 vacation & 14 sick days, & paid retirement & health plans. If you want to head a concerned, busy children's dept. & interact w/professionals in an active system environment, apply by Sept. 26 w/resume & 3 ref. to: George Trepp, Long Beach Pub. Lib., 111 W. Park Ave., Long Beach, NY 11561.

SERIALS CATALOGER, Illinois State Univ. Coordinates all operations related to serials publications, incl. cataloging, records maintenance, & supervision of support staff. Min. of 3 yrs.' prof. exp. in technical services. Exp. w/serials cataloging & knowledge/use of computer systems preferred. Supervisory exp. desirable. Salary: $24,000 min. Rank: Instructor or Asst. Prof. Requires ALA-accred. MLS degree for appointment to Instructor. 2nd advanced degree or certificate of advanced study in lib. science req'd. for tenure & appointment or promotion beyond Instructor. Appls. accepted until Oct. 10, or until position is filled. Send appl., resume, & names of 3 ref. to: Fred Peterson, Univ. Ln., Milner Lib., Ill. State Univ., Normal, IL 61761. Ill. State Univ. is an equal-opportunity, affirmative-action employer.

CHILDREN'S LN. needed to continue & further develop a strong program of children's services in a dynamic community lib. serving a rapidly growing town of 13,000 located in southern New Hampshire. The ideal candidate works well w/public & staff; demonstrates competence, reliability, creativity, flexibility, & common sense. Sense of humor & computer literacy a plus. Requires some evenings & weekends in rotation; some adult ref. & circulation work. MLS or equivalent from ALA-accred. program, exp. desirable. Salary negotiable within range from $18,657 to $27,976 plus benefits. Position available Oct. 1. Send resume & letter to: Arthur L. Bryan, Director, Wadleigh Mem'l. Lib., 21 Nashua St., Milford, NH 03055; 603-673-2408. EOE.

HEAD, TECH. SVCS. Coop. lib. system, serving 27 pub. libs. in upstate N.Y., seeking ln. w/pub. lib. background to manage centralized tech. services dept. Resp. for plng. & managing acqs., cataloging, physical processing of lib. mat'ls. (55,000 items annually), development of online union catalog, supvsn. of 8 FTE clerical staff. Expected to provide leadership for system in appl. of computer technology. Should have automation background, working knowl. of OCLC, exp. in tech. processing & online circ. systems, pref. CLSI; strong interpersonal & communication skills; successful supvsy. exp. Public service exp. helpful. Reqs. 5 yrs.' lib. exp. after receiving MLS from accr. institution w/3 yrs. in tech. svcs. & eligibility for NY State Pub. Ln. Cert. Sal. range $28,500-$34,396. Excellent health & retirement ben., 22 days' vacation. Deadline Oct. 15. Send res. & 3 ref. to: Anna H. Parrott, Dir., Upper Hudson Lib. Syst., 161 Washington Ave., Albany, NY 12210; 518-449-3387.

PROFESSIONAL LN. Responsible for smooth operation of branch pub. lib. bldg. in North Augusta, S.C. (suburb of Augusta, Ga.). An active, lib.-conscious community. Supervision of staff, & some ref., adult, & children's services. ALA-accred. MLS & one yr.'s pub. lib. service req'd. Salary is $19,600-$21,609. Position available immediately. Apply to: Betsy Ristroph, Director, ABBE Reg'l. Lib. System, POB 909, Aiken, SC 29802.

SYSTEMS LN. Tenure-track position. ALA-accred. MLS req'd.; automation exp. necessary. Responsible for technical management of lib.'s automation system (NOTIS). Liaison w/computer center & coordination of decision making on major aspects of implementation of the system. Available immediately; salary competitive, $25,000 minimum. Appl. deadline: Nov. 18. Submit resume & 3 letters of ref. to: Landon Greaves, Southeastern Louisiana Univ. Lib., PO Drawer 896, University Station, Hammond, LA 70402; 504-549-2234.

LATE JOB NOTICES CONTINUED ON PAGE 672.

LATE JOB NOTICES CONTINUED FROM PAGE 671.

ORIENTALIA BIBLIOGRAPHER (search extended). Responsible for collection development in lib.'s Orientalia collections. Works w/lib. & instructional faculty to assess collections, create collection development policies, & select current & retrospective mat'ls. in Chinese & Japanese. Serves as liaison w/acq. & cataloging dept. staff responsible for processing & cataloging of Orientalia mat'ls. Req'd.: MLS from ALA-accred. lib. school; 5 yrs.' prof. post-MLS exp. in Orientalia research lib. collections; expert knowl. of both Chinese & Japanese langs. & applicable romanization systems; knowl. of East Asian publishing industry & book trade; effective spoken & written English-lang. skills. Pref.: add'l. grad. degree in discipline related to Asian studies or East Asian langs. & lit. Salary: $37,500-$40,000. Appl. deadline: Oct. 1. To apply, send cover ltr. & names of 4 ref. to: Laine Stambaugh, Persnl. Ln., Knight Lib., U. of Oreg., Eugene, OR 97403-1299; 503-686-3056.

ASSISTANT LIBRARY DIRECTOR. Position for management-oriented ln. who likes a harmonious working environment w/a broad range of responsibilities & opportunities for planning, budgeting, & personnel development. Lib. has active Friends group; development office; volunteer, adult literacy, & Reading Is Fundamental programs. Serves pop. of 159,000 w/a main lib., 2 newly constructed branch libs., & bookmobile. All positions offer excellent benefits & 1-3% merit increase after 6 mos. Beginning salary $29,858. Requires MLS from ALA-accred. program & 5 yrs.' exp. in an increasingly responsible administrative position. Closing date Sept. 30. Appls. should be sent to: Weber County Dept. of Personnel Management, 2510 Washington Blvd., Ogden, UT 84401.

GOVERNMENT DOCUMENTS/MICROFORMS LN. To coordinate the activities of the lib.'s U.S. government documents depository & to oversee the activities of a large microforms collection. Exp. in documents is req'd. Familiarity w/general ref. work & microforms desirable. Supervisory exp. would be helpful. ALA-accred. MLS req'd. Excellent fringe ben. Min. salary $25,000. Send resume by Sept. 30 to: James DeLancey, Georgetown Univ., POB 37445, Washington, DC 20013. Georgetown Univ. is an equal-opportunity, affirmative-action institution in employment & admission.

ASST./SENIOR ASST. LN., Johnson Grad. School of Mgmt. Lib., Cornell U. Setting: Small lib. (155,000 vols. & 550,000 microtexts) w/staff of 3 lns. & 5 staff; serves 38 faculty, 30 doctoral, & 450 MBA students + others interested in bus. & mgmt. Resp.: Under dept. head's direction, perform public service, technical processing, staff supvsn., & computer-assisted svcs.; learn univ.-wide systems; provide ref. service & research support; assist w/instruc. & bibl. projects; participate in problem solving w/technical work; assist w/supvsn. & training support staff; help coord. lib. & computer-supported systems. Qual.: ALA-MLS; coursework in social sci. desirable; searching abil. (i.e., Dialog, BRS, Dow Jones) req'd.; 1-3 yrs.' lib. exp. or equiv. desirable. Sal. $19,500 entry min., dep. on qual. & exp. Appls. requested by Oct. 1. Apply to: Ann Dyckman, Persnl. Dir., Cornell U. Lib., 201 Olin Lib., Ithaca, NY 14853-5301. Incl. cover ltr., res., & list of 3 ref. EO, AAE.

SENIOR LAW CATALOGER. Garbrecht Law Lib., Univ. of Maine, seeks a senior law cataloger to coordinate all aspects of monograph & serial processing. Responsible for maintaining standards of online bibl. description & control on RLIN & shared INNOPAC. Supervises 2.5 FTE support staff & one prof. Qual.: MLS; working knowl. of AACR2, LC class. & subject headings, & RLIN or OCLC. Pref.: Knowledge of online lib. systems; supervisory exp. Salary mid-$20s. Available: immediately. Contact: Anne K. Myers, Asst. Law Ln. for Technical Services, Donald L. Garbrecht Law Lib., Univ. of Maine School of Law, 246 Deering Ave., Portland, ME 04102.

DATABASE MANAGER, Cooperative Lib. Agency for Systems & Services (CLASS). Manager for major serials union list project. Manages other database contracts. Qual.: MLS + 3 yrs.' increasing resp. exp. w/large union list or automation projects req'd. Serials exp. pref. Successful management & communication skills req'd. Exp. w/computer systems desirable. Salary: $32,800-$46,000 + benefits, dep. on qual. Send resume, letter, & 3 prof. ref. by Oct. 15 to: Dianne Ellsworth, CLASS, 1415 Koll Circle, Suite 101, San Jose, CA 95112-4698. CLASS is a public agency, affirmative-action employer.

STAFF SPECIALIST III, SCHOOL LIB. MEDIA, Position #039651, Grade 17, Maryland State Dept. of Ed. ($30,061-$39,485). This is a professional position responsible for providing direction & guidance to local education agencies in the development & improvement of school lib. media programs. Min. qual.: Master's degree in lib. media education plus min. of 5 yrs.' exp. managing & operating a school lib. media center. Closing date for receipt of appls. has been extended to Oct. 3. Call 301-333-2038 for application & position announcement. AA, EOE.

CATALOGER w/faculty rank & tenure track. Responsible for original & complex copy cataloging of primarily music, AV mat'ls., special collections, & some monographs on OCLC according to AACR2; descriptive & subject cataloging using LC class. & subject headings; & approp. authority work. Will also be involved in implementing the installation of an online integrated lib. system. ALA-accred. MLS for appt. at rank of Asst. Prof. 2-3 yrs.' recent cataloging exp. in an acad. lib. req'd. Salary: $19,500-$22,500 plus ben. Deadline: Oct. 15. Contact: Barbara Adams, Ch., Catalog Ln. Search Committee, J. D. Williams Lib., Univ. of Miss., University, MS 38677. AA, EEO employer.

DIRECTOR OF LIB. SERVICES. Solano Co. (Calif.) is currently seeking a dynamic ln. to administer its heavily used lib. system. Located in the San Francisco Bay area, the Solano Co. Lib. serves a pop. of approx. 275,000 w/a staff of 130 & an annual operating budget in excess of $4.3 million. The lib. operates 5 branches, bookmobile services, outreach services, & the County Law Lib. Successful applicants must demonstrate outstanding management skills, incl. fostering staff/community relations, fiscal administration, & a high degree of organization. Familiarity w/lib. automation & bldg. construction is also desirable. ALA-accred. MLS & considerable prof. & managerial-level exp. req'd. Approximate annual salary $48,561-$59,026. Appls. & resumes must be submitted by 5 pm, Oct. 7, to: Solano Co. Personnel Dept., 580 Texas St., Fairfield, CA 94533; 707-429-6321.

LN. II, ARTS REF. (CATALOGER, TECHNICAL SERVICES LN.). Qual.: MLS from ALA-accred. school, preferably w/courses in art history; 3 yrs.' cataloging exp.; working knowledge of OCLC/MARC, AACR2, & Dewey class.; good interpersonal skills. Will perform original & OCLC copy editing of print mat'ls. & assist w/ref. duties in an art museum lib. Salary: $21,000-$23,300 & comprehensive fringe ben. For further info. about this position, phone: Mildred Coleman, Personnel Officer, Detroit Institute of Arts; 313-833-1929. For employment appls., send resume in confidence no later than Sept. 30 to: Michael Jozwik, Personnel Dept., City of Detroit, 314 City-County Bldg., Detroit, MI 48226. Non-Detroit residents may apply but must establish residence in Detroit at time of hire.

HEAD OF LOCAL SYSTEMS. Reports to the asst. director for systems & is the primary individual responsible for the implementation of the local lib. system, the coordination of services associated w/the system, & the provision of documentation & technical support for lib. staff. Req'd. qual.: BA degree or equivalent exp.; 3-5 yrs.' business or lib. exp., of which at least 2 yrs. is exp. working w/computer appls. Desirable qual.: Knowledge of data processing, operations, & exp. w/lib. online computer appls.; knowledge of the Geac local lib. system operations & appls. Salary: Min. $25,710. Available: Immediately. Deadline for appls. is Sept. 30. Send resume & names of 3 current ref. to: Karen K. Griffith, Personnel Ln., Case Western Reserve Univ. Libs., 11161 East Blvd., Cleveland, OH 44106. An equal-opportunity, affirmative-action employer.

LN./LITERACY PROGRAM COORD. Challenging opportunity for dynamic individual to coordinate & implement 2 literacy grant projects. Colton Pub. Lib. is a progressive lib. in sunny southern Calif., one hr. east of Los Angeles. Successful candidate will plan, organize, & direct grant projects. PR & fundraising skills important. Knowledge of computers helpful. MLS desirable. Salary range: $21,744-$26,436. Excellent benefit package. This is a contract position, city council approval req'd. Position open Oct. 3. Deadline, Sept. 16. For confidential consideration, send resume to: City of Colton Personnel Dept., 650 N. La Cadena Dr., Colton, CA 92324; 714-370-5062. AA, EEO.

COORD. OF ACCESS SVCS., Northern Ill. U. Libs., DeKalb. 12-mo., tenure-track; Asst. Prof. or above, dep. on qual. Resp.: Under dir. of head of general ref. dept., duties incl. ref. service, online database searches, & lib. instruc. Should have strong commitment to public-service-orien. lnshp. Coords. ILL (high volume) & activ. associated w/public services aspect of online catalog, incl. user training. Qual.: ALA-MLS & 2nd master's or 30 hrs. beyond MLS req'd. for appt. as Asst. Prof. Basic knowl. of database searching. Min. of 3 yrs. in pub. svcs. pref. Supvsy. exp. & familiarity w/ computer appls. in pub. svcs. des. $22,000 min., 12-mo. contract; Ill. Retirement System; fac. status & rank. Appls. rec'd. by Oct. 1 given first consid. Send cover ltr. w/complete statement of qual.; res. of ed. & relevant exp.; & at least 3 names, adds., & ph. nos. of ref. to: Elizabeth A. Titus, Asst. Dir. for Pub. Svcs., 414 Founders Mem'l. Lib., Northern Ill. U., DeKalb, IL 60115.

ASST. TO THE DIRECTOR. Reports to the dir. of univ. libs. & assists in the areas of facilities management, statistics, publications, grants, fundraising, & reports. Other areas of resp. & projects will be assigned by the dir. as necessary. Qual.: MLS from ALA-accred. lib. school; at least 4 yrs.' lib. exp., some at the administrative level; abil. to communicate well both in writing & orally; previous exp. in the preparation of statistical reports & grant writing desirable. Salary: Min. $25,000. Available: Immediately. Deadline for appls. is Sept. 30. Send resume & names of 3 current ref. to: Karen K. Griffith, Personnel Ln., Case Western Reserve Univ. Libs., 11161 East Blvd., Cleveland, OH 44106. An equal-opportunity, affirmative-action employer.

SYSTEMS LN. (search reopened). Immediate opening for self-starter w/computer exp. in pub. lib. appls. Duties incl.: database management, knowl. of media booking appls. (to be developed), & development of CD-ROM-based shorewide union catalog (currently in early stages of development). Knowledge of MARC formats, data entry & manipulation, & ability to analyze & interpret technical info. is req'd. Skills & creative problem solving helpful. Additional duties will incl. development of grant proposals & some report writing. Position requires MLS from ALA-accred. institution & some pub. lib. exp. Salary for range of appointment is $24,316-$26,649, dep. on exp. Benefits incl. 4 weeks' vacation, sick leave, Blue Cross-Blue Shield paid, & state retirement. Apply by Sept. 30 to: Arthur Goetz, Dir., Eastern Shore Reg'l. Lib., POB 4148, Salisbury, MD 21801. EOE.

LATE JOB NOTICES CONTINUED ON PAGE 675.

Order next month's LEADS now.

ATTENTION: JOB HUNTERS

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If you're serious about job hunting, get your LEADS *Express.*

Remember: Requests cannot be filled unless they are accompanied by a check and stamped return envelope. Orders for more than one issue must be fully prepaid and accompanied by the appropriate number of envelopes. *American Libraries* assumes no responsibility for items lost or delayed in the mail, or for errors in the uncorrected galley proofs.

LATE JOB NOTICES CONTINUED FROM PAGE 673.

CHILDREN'S LN. Join an exciting children's program at the Medina Co. District Lib. in a growing community that responds to children's programs & services. MLS req'd. Beginning salary $19,402.50. 22 days' vacation & other usual benefits. Deadline Sept. 30. Medina is south of Cleveland, Ohio. Send resume to: Bob Smith, Dir., Medina Co. District Lib., 210 S. Broadway, Medina, OH 44256.

2 POSITIONS AVAILABLE, LN. I/CHILDREN'S SERVICES. Salary range: $19,249–$27,199. Reqs. a master's degree from an ALA-accred. school of lib. science; these are entry-level professional positions; 2 yrs.' exp. in a lib. or allied field is desirable; previous work w/children highly desirable w/ knowledge of children's lit. & programming. Please send resume to: Lee County Personnel, POB 398, Fort Myers, FL 33902; 813-335-2245. EOE. Veterans' preference requires documentation.

INFO. SPECIALIST, CUSTOMER SERVICE (search reopened). Predicasts is currently seeking an info. specialist to join our customer service staff. Resp. incl. telephone contact w/online searchers throughout the U.S., providing search assistance & responding to inquiries regarding Predicasts' products & services. An MLS degree & approx. 2 yrs.' business ref. are preferred. Excellent communication skills are essential, as are a polished phone manner, a high degree of initiative & resourcefulness, & a facility for technical detail. Salary: $20,000–$23,000 + bonus. Position available immediately. To be considered, send a resume along w/salary history to: Thomas W. Berges, Dir., Employee Relations, Predicasts, 11001 Cedar Ave., Cleveland, OH 44106.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: **All line/display classifieds received by the 5th** (or, when *AL's* offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

***GRAPEVINE* weekly online job alert:** All job ads received at *AL* by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, *American Libraries,* 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

Electronic Mail: Via ALANET: write c/o AL.LEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

LEADS Rates

NOTE: *ALA organizational membership required for discounts on job recruitment advertising.*

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. **(NOTE: *AL* does not supply job lists or forward jobs to clearinghouses.)**

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or **Requests for Proposals** (Please state department and format desired):

Line-by-line: $6/line; 25% off for ALA organizational members ($4.50/line).

Display: Boxes, larger type, prominent format. $60/column inch; 25% off for ALA organizational members.

Late Job Notices: $12/line (no display ads accepted); 17% off for ALA organizational members (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) $6/line (no display ads accepted); multiple-insertion discounts on total cost: 2–5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classies: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: *AL* will provide blind box numbers on advertiser's request for $10 surcharge (free to ALA personal members placing Positions Wanted ads).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries.* Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All *AL* classified ads accepted by phone incur a surcharge ($5 total for line ads and $10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to *AL* within 2 weeks of placement of advertising. Later receipt will result in incomplete billing. •

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of *AL's* LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in *AL's* LEADS classifieds, a cross reference to the corresponding LEADS ad is given. $25/listing; $10/listing if same job opening advertised in *AL's* LEADS classifieds. No ALA membership discounts applicable.

JOBLINES

AMERICAN SOCIETY FOR INFORMATION SCIENCE *Jobline* (monthly). Mailed to all ASIS members; available on request to nonmembers. To order or to list a position, write: *ASIS Jobline,* ASIS Hdqtrs., 1424 16th St. NW, Suite 404, Washington, DC 20036.

ARIZONA Job Hotline: 602-278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone 602-269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: 312-944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 ACRL members; $35 nonmembers.

BRITISH COLUMBIA Library Association Jobline: 604-263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., V6R 4G6 Canada.

CALIFORNIA Library Association Jobline: 916-443-1222 or 818-797-4602. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477; 916-447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: 415-697-8832. To list a position: write CMLEA, 1575

JOBLINES continued on next page.

Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone 415-692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: 408-378-8854, 415-391-7441, or via Dialmail (SLA JOBLINE) or Ontyme (SLA.NEWJOBSPROF, SLA.NEWJOBSPARA, SLA.OLDJOBSPROF, and SLA.OLDJOBSPARA) electronic mail services. To list a position: call Larry R. White at 415-620-4919.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: 818-795-2145. To list a position: write Nancy Zachariasen, Millikan Library, 1-32, California Institute of Technology, Pasadena, CA 91125 or phone 818-356-6704.

CANADIAN ASSOCIATION OF SPECIAL LIBRARIES AND INFORMATION SERVICES/Ottawa Chapter Jobline: 613-237-3688. To list a position, write: Job Bank Coordinator, CASLIS, 13C Deerfield Dr., Nepean, Ont. K2G 3R7, Canada.

COLORADO State Library Jobline: 303-866-6741. To list a position: write the Jobline, 201 E. Colfax, Denver, CO 80203 or phone 303-866-6740. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Library Association Jobline: 203-645-8090, 24 hrs., updated weekly. To list a position: write CLA Jobline, Conn. State Lib., 231 Capitol Ave., Hartford, CT 06106. **CONNECTICUT LIBRARIES ONLY.**

(D.C.) METROPOLITAN WASHINGTON Library Jobline: 202-223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye St. NW, Suite 200, Washington, DC 20006, or phone 202-223-6800, x458. Listing fee: $60 nonmembers.

DELAWARE Library Association Jobline: 302-736-4748 x69 (in Del. only, 800-282-8696) or call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

DREXEL UNIVERSITY College of Information Studies Jobline: 215-895-1672. To list a position: write Placement Office Assistant, College of Information Studies, Drexel University, Philadelphia, PA 19104 or call 215-895-2478. Delaware, New Jersey, and Pennsylvania listings.

FLORIDA State Library Jobline: 904-488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone 904-487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Jobline: 312-828-0930. To list a position: call 312-644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Listing fee: $20 for 2 weeks. Cosponsored by Illinois Library Association and Ill. Chapter/SLA.

INSTITUTIONAL Library Mail Jobline (monthly). List of institutional library jobs throughout the U.S. and territories compiled by ALA/ASCLA/State Lib. Agency Section. For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence, RI 02908 or call 401-277-2726. Listings appear for one month unless resubmitted.

IOWA *Library Joblist* (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines 50319. To list a position: 515-281-4350. **IOWA LIBRARIES ONLY.**

MARYLAND Lib. Assn. Jobline: 301-685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone 301-685-5760, Mondays and Wednesdays only, 10 am–3 pm.

MICHIGAN Library Association Job Hotline: 517-694-7440. To list a position: write MLA Job Hotline, 1000 Long Blvd., Suite #1, Lansing, MI 48911 or phone 517-694-6615. Listing fee: $20 to nonmembers. **MICHIGAN LIBRARIES ONLY.**

MIDWEST Library Job Hotline: 317-926-8770. To list a position, contact one of the following assns.: Indiana Library Association, Minnesota Library Association, Ohio Library Association, or call SIALSA at 317-926-6561. Listing fee (prepaid): $10/first week; $5/week for each additional week. **MIDWEST LIBRARIES ONLY.**

MISSOURI Library Association Jobline: 314-442-6590. Updated every 2 weeks. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. Listing fee: $10 nonmember libraries.

MOUNTAIN PLAINS Library Association Jobline: 605-677-5757. (Toll-free phone number available at no charge to callers from the MPLA service area.) To list a position, write: Mountain Plains L.A., c/o I.D. Weeks Library, University of South Dakota, Vermillion, SD 57069. *Emphasis on Arizona, Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.* Out-of-region positions listed for $10/position.

NEBRASKA Job Hotline: 402-471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: 617-738-3148. To list a position: write GSLIS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.

NEW JERSEY Library Assn.: 609-695-2121. To list a position, write: New Jersey Lib. Assn., POB 1534, Trenton 08607. Minimum salary $20,350.

NEW YORK Library Association Jobline: 212-227-8483. To list a position, write: NYLA, 15 Park Row, Suite 434, New York, NY 10038.

NEW YORK CHAPTER, Special Libraries Association Hotline: 212-214-4226. To list a position, write: Heidi Buzzanga, Prudential Bache, 1 Seaport Plaza, 31st Floor, New York, NY 10292.

NORTH CAROLINA Jobline: 919-733-6410 or, via Western Union's EASYLINK, NCJOBS. To list a position, call: 919-733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OKLAHOMA Dept. of Libs. Jobline: 405-521-4202, 5 pm–8 am on weekends and holidays only. Updates on 1st and 15th of every month. To list a position, call: 405-521-2502.

OREGON Library/Media Jobline: 503-585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone 503-378-4243. **NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST Library Association (PNLA) Jobline: 206-543-2890. To list a position, write: PNLA Jobline, c/o Grad. Schl. of Lib. and Info. Science, FM-30, Univ. of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: 717-234-4646. To list a position (members and nonmembers): 717-233-3113.

PUBLIC Library Association Jobline: 312-664-5627. To list a position, obtain jobline form from: PLA Jobline, PLA/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: $30 PLA members; $35 nonmembers.

RHODE ISLAND *RILA Bulletin* Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, contact C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston, RI 02881; **S.E. NEW ENGLAND LIBS. ONLY.**

RURAL LIBRARIES *Jobline* (monthly): Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send $1 per copy. To order or to list a position, contact: Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone 814-226-2383.

(S.C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: 803-777-8443. To list a position, write: Admissions and Placement Coordinator, CLIS, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION SpeciaLine Employment Clearinghouse Job Hotline: 202-234-3632, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriguez, Manager, Membership Records and Services, SLA, 1700 18th St. NW, Washington, DC 20009 or phone 202-234-4700.

TEXAS State Library Jobline: 512-463-5470. Listings can be heard continuously. Weekly updates. To list a position, write to Nita Haliburton, or call 512-463-5475, Monday–Friday, 8 am–5 pm. **TEXAS LISTINGS ONLY.**

VETERANS ADMINISTRATION Lib. Netwk.: 202-233-2820. 8 am–4 pm weekdays only (E.S.T.). For printed job list: write Diane Wiesenthal, Lib. Div. (142D), VA Ctrl. Office, 810 Vermont Ave. N.W., Washington, DC 20420; Attn.: Vacancy List. Most listings are for medical librarian positions. **ONLY FOR THOSE ELIGIBLE FOR INCLUSION ON VET. ADMIN. LNS. REGISTER OF PROFESSIONAL LIBRARIANS.**

VIRGINIA Library Jobline: 703-370-7267. To list a position, write: Jobline, c/o Virginia Library Assn., 80 S. Early St., Alexandria, VA 22314. **STATE OF VIRGINIA LIBRARIES ONLY.**

WEST VIRGINIA library employment listings: call the Pennsylvania Coop. Job Hotline.

REQUESTS FOR PROPOSALS

THE CHICAGO PUBLIC LIBRARY requests proposals for consultant services to develop and implement a strategic plan. **Qualified persons and firms may request a copy of the RFP by Mon., Sept. 12,** by contacting: Samuel F. Morrison, First Deputy Commissioner/Chief Librarian, **Chicago Public Library, 1224 W. Van Buren, Chicago, IL 60607; 312-738-7615.**

POSITIONS WANTED

LIBRARY MANAGEMENT TEAM. Available for school district, college, university, or special/corporate library. Expertise in fundraising, facility design, automation and online systems, collection development and evaluation, reference and technical services, bibliographic instruction, in-service training and instructional development, and media production and broadcasting. Contact: Bruce McLaren, 505-622-6250, ext. 213.

SCIENCE LIBRARIAN. Biosciences, chemistry specialist. Extensive experience in academic, special, and public libraries, including both public and technical services and administration. Leadership skills. Online searching experience. Practical experience with microcomputers. Will relocate; prefer Northeast, Mid-Atlantic, West. Reply to: Box B-984-W, c/o LEADS editor, *American Libraries.*

ALA-MLS WITH 3 YRS.' EXPERIENCE IN AN EASTERN EUROPEAN scientific information center and the NYPL. Diverse academic background: PhD candidate in History (of Science), Master's of Theology, Master's of Humanities (History), BS (Electronics Engineering), BA (History). A versatile polyglot (fluent in all Slavic languages and German), freelance translator, technical writer, illustrator, and cartographer, is seeking a position as an academic, humanities, map, scientific, or engineering librarian. Reply to: Box B-982-W, c/o LEADS editor, *American Libraries.*

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions librarian, Albert R. Mann Library, Cornell University Library. The Albert R. Mann Library at Cornell University supports the programs of the colleges of Agriculture & Life Sciences, and Human Ecology. It houses a collection of 550,000 volumes and 9,600 current serial titles, and is considered to be the premier agricultural and life sciences library within an academic institution in the United States. The acquisitions unit is responsible for processing monographs, serials, and government publications for the Albert R. Mann Library. *RESPONSIBILITIES:* Under general direction of the head of technical services, the acquisitions librarian manages the ordering and receipt of material in both electronic and print formats; provides leadership in the organization of the unit and coordinates RLIN and NOTIS acquisitions procedures with other processing centers on the Cornell campus. Administrative duties include supervising 6.5 support personnel and several student assistants, formulating policies and procedures, vendor relations, and working closely with other units in the library to ensure high-quality public service. *QUALIFICATIONS:* MLS from ALA-accredited library school; demonstrated interest or experience in acquisitions, serials, automated systems, or government publishing; excellent communication skills; supervisory abilities; and some foreign language skills. Interest in innovation and professional development is required. *SALARY:* $26,000 depending on rank, qualifications, and experience. **Applications requested by Sept. 15,** but accepted until position is filled. *APPLY TO:* Please send cover letter, resume, and list of 3 references to: Ann Dyckman, Personnel Director, **Cornell University Library, 201 Olin Library, Ithaca, NY 14853-5301.** Cornell University is an equal-opportunity, affirmative-action employer.

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 16 state library associations for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	$22,200
Indiana	varies*
Iowa	$18,000
Kansas	$17,500*
Louisiana	$20,000
Maine	varies*
Massachusetts	$20,000
New Hampshire	$17,500
New Jersey	$20,350
New York	varies*
North Carolina	$19,836
Ohio	$20,024
Pennsylvania	$18,000
Rhode Island	$20,000
Vermont	$18,500
West Virginia	$20,000

* Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

Associate University Librarian for Collection Development and Management

Rutgers University Libraries invite applications and nominations for the position of associate university librarian for collection development and management. This position reports to the university librarian and is a member of her senior management team.

The associate university librarian is responsible for providing leadership for all collection development and management activities of the libraries and for developing the libraries' collections into a unified systemwide resource in support of university academic and research programs. The position is responsible for a collection budget of $5.5 million and will develop plans and budgets for traditional print and nonprint resources and electronic forms of information. Also responsible for the book storage facility and preservation planning and program. Oversees collection development activities of 54 part-time bibliographers and selectors. Works with selectors to enhance their skills and to maintain communication with faculty. Develops collection development policies, chairs the Standing Advisory Committee on Collection Development. Maintains liaison with collection development officers locally, regionally, and nationally, and within the Research Libraries Group.

QUALIFICATIONS: MLS from an accredited library school (advanced degree preferred), significant experience and knowledge of collection development in academic libraries at research universities, should be eligible for tenured librarian status. Superior interpersonal and communication skills are required.

Rutgers University has an enrollment of 48,000 on 3 major campuses in New Brunswick, Camden, and Newark. The University Libraries number 18 and rank among the top 25 research libraries in North America. The libraries are expanding both physical facilities and the quantity and quality of library holdings with commensurate increases in materials budgets planned over the next decade.

Salary: Competitive and negotiable with a minimum of $60,000.

Please send nominations and applications no later than Nov. 1 to: **Sandra Troy (APP. 140), Library Personnel Officer, Rutgers University Libraries, 169 College Ave., New Brunswick, NJ 08903.**

Equal-opportunity, affirmative-action employer

Assistant biology librarian, University of Illinois at Urbana-Champaign. (Search extended.) Faculty position available immediately. Under direction of librarian, coordinates reference and online searching services; responsible for bibliographic instruction; some supervision; some original cataloging; helps in planning, collection development, and in-house automation projects. *REQUIRED QUALIFICATIONS:* MLS from ALA school, or its equivalent; at least one yr.'s professional or preprofessional academic/research library experience; online searching experience; evidence of research orientation. *Other preferred qualifications:* Experience in reference or bibliographic instruction; familiarity with standard personal computer packages. *Desired qualifications:* Supervisory experience; cataloging experience. Salary $20,000 upward, Assistant Professor level. **Deadline extended to Oct. 15.** Contact: Allen Dries, Library Personnel, **Univ. of Illinois at Urbana-Champaign Lib., 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO.

Assistant director, library (automated systems). Serves as assistant director of the California State University/Pomona campus library. Provides the director with technical and administrative support in automated systems. Works closely with the director and the library department heads on local needs assessment, planning, development, and implementation of micro-, mini-, and mainframe-based systems in support of library functions and programs. Carries out assignments in accordance with established priorities as determined by the director and the library administrative team. Participates in overall library planning, budget preparation, and the formulation of library policies. Recommends new programs and procedures as appropriate. Has administrative responsibility for the overall operations of the library services and facilities in the absence of the director and assumes other duties as assigned by the library director. Salary: Commensurate with qualifications and experience, minimum $44,600. *REQUIRED:* 1) ALA-accredited MLS degree or MS in computer/information science from an ALA-accredited library program, 2) 3 yrs.' post-MLS experience in library automation (or an equivalent combination of education and experience from which comparable knowledge and abilities can be acquired). **A completed application form must be postmarked by Oct. 28.** Request detailed job description, position announcement, and application form by sending a letter of inquiry and complete resume to: Search Committee, **California State Polytechnic University, University Library, 3801 W. Temple Ave., Pomona, CA 91768.** EEO, AA, Title IX, Section 504 employer. Employment at Cal Poly/Pomona is subject to federal laws that require you to present to the university documents which verify your identity and your legal rights to work in the United States.

Assistant university librarian for collections, the University of California/Davis. An administrative position reporting directly to the university librarian which serves as part of the senior management team. Primary responsibility for planning and carrying out effective development of the library's collections in support of the university's programs and research; manages and allocates a resources budget of $4.1 million and oversees the collection development activities of 36 librarians, whose selection responsibilities range from 10% to 80%; responsible for designing programs to enhance selectors' skills and preparation of selector evaluations in conjunction with primary supervisors; develops policies relating to the scope, use, and management of the collection and provides direction regarding its storage, weeding, and conservation; promotes use of the collections by scholars and assists with special projects and program proposals for the library; develops and conducts assessment studies and represents the library in system and national collection development forums. Supervises directly the heads of the acquisitions department, the collection management office, the conservation and preservation department, and book fund accounting while indirectly supervising 35 FTE. *QUALIFICATIONS:* A graduate degree in library science from an ALA-accredited institution or its equivalent.

Assistant Director for Public Services and Collection Management

Reports to the director of University Libraries and is responsible for the administration of all public services and collection management activities. Has primary responsibility for planning, coordinating, and managing the work of the circulation, reference, access services, government documents, and collection management departments; for coordinating the work of these departments with other University Libraries' departments; and for representing the public services and collection management division in librarywide planning. University Libraries, an ARL member, is composed of Sears and Freiberger libraries, plus 2 branches, and houses the collections in humanities and arts, social and behavioral sciences, engineering, science, management, and music. There are 14 professional and 23 support staff members in the public services and collection management division.

RESPONSIBILITIES: Directs the public services and collection management division staff in establishing, implementing, and evaluating operational goals and objectives; organizes and administers the human and fiscal resources of the division; approves operating policies and procedures and serves as a resource for matters relating to public services and collection management within the library system; plans and coordinates all collection management activities, including formulation of policies and procedures and allocation and monitoring of the materials budget; participates in the management of the Geac automated library system; participates in librarywide planning and policy formation.

REQUIREMENTS: ALA-accredited MLS; minimum 7 yrs.' professional experience in an academic research library, including senior-level administrative experience in public services and collection management; comprehensive knowledge of library organization and procedures, particularly in public services and collection management; knowledge of trends and issues in the management of research collections, including collection assessment and resource sharing; demonstrated ability to work effectively with faculty, staff, and students; familiarity with technology as it relates to public services; experience with automated library systems and online databases.

SALARY: Minimum $40,000.

Send resume and names of 3 current references by Sept. 30 to: **Karen K. Griffith, Personnel Librarian, Case Western Reserve University Libraries, 11161 East Blvd., Cleveland, OH 44106.**

An equal-opportunity, affirmative-action employer

Collection development experience, preferably at least 5 yrs., in a research library. Evidence of previous record of successful experience in the following: management, grant proposal development, interaction with donors and Friends groups, and promotion of the collection. Demonstrated understanding of bibliographic sources and processes and scholarly use of the collections. Evidence of ability to lead, coordinate, and motivate professional associates within a collegial framework. Excellent writing, speaking, and interpersonal skills required. Open immediately. Salary: $42,800–$68,100, dependent upon qualifications and experience. **Applications received by Oct. 1 will be assured consideration.** Send letter, resume, and the names, addresses, and ph. nos. of 3 ref. (including current supervisor) to: Sandra A. Vella, Assistant Library Personnel Librarian, **108 Shields Library, University of California/Davis, Davis, CA 95616; 916-752-1138.** The University of California/Davis is committed to a policy of affirmative action and specifically invites inquiries and applications from women and ethnic minorities.

Automation librarian, automation services department (new position; readvertisement). Coordinate activities related to the administrative microcomputer systems used in the library. Functions of the position include: systems analysis and programming; training and software support; hardware and software evaluation, procurement, and coordination of maintenance; and assistance with implementation and development of the library system (NOTIS) as necessary. Position reports to the department head. *PARTIAL QUALIFICATIONS:* ALA-accredited MLS or MS in computer/information science required. *Preferred:* Systems analysis and programming experience, particularly IBM PCs; current knowledge of administrative computing systems; experience planning and presenting training sessions; experience with automated library systems and bibliographic formats; strong analytical skills; excellent oral and written communications skills; ability to work well independently and in groups; ability to deliver work on deadline; ability to meet requirements for faculty advancement, including professional service and publication. *ENVIRONMENT:* VCU Library Services, located in Richmond, has research libraries serving 20,000 students on both the academic and medical campuses. VCU is a member of the Association of Southeast Research Libraries and the Center for Research Libraries. The OCLC LS/2 library system is currently in operation, and the library is currently undergoing a conversion to NOTIS. Microcomputers are used by library staff for word processing, spreadsheets, databases, communications, etc. *SALARY:* $25,000 minimum. Benefits include 27 days' annual leave, choice of health plans (including HMOs and dental plans), choice of retirement and TSA plans (including TIAA/CREF); remuneration for university coursework; and paid life insurance. *APPLICATION:* Full job description available upon request or application. **Deadline: Oct. 7,** or until a suitable applicant is found. Submit resume and names and phone numbers for 3 current references to: Janet Woody, Head, Automation Services Department, **University Library Services, Virginia Commonwealth University, VCU Box 2033, Richmond, VA 23284-2033.** Virginia Commonwealth University is an EEO, AA employer. Women and minorities are encouraged to apply.

Branch librarian. Administers Rotch Visual Collections (RVC) branch of Rotch Library of Architecture & Planning. Participates in setting policy and developing services for visual collections in architecture, urban design, art history, archaeology, and other related subjects. Plans and provides reference and public services. Manages and develops collections of slides, photographs, films, videotapes, and photographic microfiche to support teaching and research programs in the School of Architecture and Planning and other MIT schools. Supervises local processing of slides and provides descriptive cataloging information for other visual media. Participates in development of computer access and technology and the integration of visual indexing with the libraries' automated information system. Supervises the RVC staff (2.8 FTE support staff; 1.5 FTE student assistants) and administers its budget for materials and operating expenses. Participates in Rotch Library collections and reference group meetings; serves on branch librarians' group and other ad hoc committees as appropriate. *QUALIFICATIONS:* ALA-accredited MLS required. Academic background in architecture or art, reading knowledge of one European language, considerable reference and collection development experience in an art or architecture research library also required. Experience with automated visual systems or cataloging is desirable. Some administrative or supervisory experience also preferred. Candidates must demonstrate an understanding of the uses of visual materials in art and architecture education. Final candidates must demonstrate well-developed interpersonal skills and strong communication skills. *HIRING SALARY RANGE:* $29,000–$33,000. The MIT Libraries offer excellent benefits, including tuition assistance, a children's scholarship program, and a relocation allowance. MIT is a smoke-free campus. **Send resume and names and addresses of 3 current, confidential references by Sept. 30** to: Search Committee for RVC Librarian (AL), **MIT Libs., Rm. 14S-216, Cambridge, MA 02139.** MIT is an equal-opportunity employer with an affirmative-action plan and welcomes applications from qualified women and minority candidates.

Branch librarian, University of Georgia Libraries, Coastal Plain Experiment Station, Tifton. (Salary minimum $30,000.) *DUTIES:* The branch librarian at the Coastal Plain Experiment Station is programmatically responsible to the assistant director for branches at the University of Georgia Libraries and is a member of the libraries' faculty. Operationally, the branch librarian reports to the resident director of the experiment station. Specific duties include: providing reference and circulation services; maintaining effective working relationships with libraries' faculty, patrons, the Library Committee of the Experiment Station, and other branch libraries; supervising one library assistant; conducting online database searches; and verifying data for interlibrary loan requests. The branch librarian serves 140 university and U.S. Department of Agriculture scientists and extension specialists and is responsible for a collection of over 16,000 volumes. *QUALIFICATIONS required:* ALA-accredited MLS; experience in an academic or special library; effective oral and written communication skills; ability to establish and maintain effective working relationships. *Preferred:* Experience with current periodicals and/or interlibrary loan; familiarity with either Dialog or BRS; background in the sciences or agriculture; flexibility in planning and implementing library programs; knowledge of the principles of bibliographic control; supervisory experience. Desired: Practical experience with microcomputers. This position will be filled only if suitable applicants are found. ***APPLICATION PROCEDURE:* Send letter of application by Oct. 14,** including resume and names of 3 references, to: George H. Libbey, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

Branch librarian, University of Georgia Libraries, Georgia Experiment Station, Griffin. (Salary minimum $30,000.) *DUTIES:* The branch librarian at the Georgia Station is programmatically responsible to the assistant director for branches at the University of Georgia Libraries and is a member of the libraries' faculty. Operationally, the branch librarian reports to the resident director of the station. Griffin, Ga., is approximately 30 miles south of Atlanta. Specific duties include: providing reference and circulation services; planning and development of library services and facilities; maintaining effective working relationships with libraries' faculty, patrons, the Library Committee of the Experiment Station, and other branch libraries, supervising one library assistant; conducting online database searches; and verifying data for interlibrary loan requests. The branch librarian serves 230 university faculty and U.S. Depart-

ment of Agriculture scientists and extension specialists, and is responsible for a collection of over 35,000 volumes and 300 journal subscriptions. *QUALIFICATIONS required:* ALA-accredited MLS; experience in an academic or special library; effective oral and written communication skills; ability to establish and maintain effective working relationships. *Preferred:* Experience with current periodicals and/or interlibrary loan; familiarity with either Dialog or BRS; background in the sciences or agriculture; flexibility in planning and implementing library programs; knowledge of the principles of bibliographic control; supervisory experience. Desired: Practical experience with microcomputers. This position will be filled only if suitable applicants are found. ***APPLICATION PROCEDURE:* Send letter of application by Oct. 14,** including resume and names of 3 references, to: George H. Libbey, Assistant Director for Administrative Services, **University of Georgia Libraries, Athens, GA 30602.** An equal-opportunity, affirmative-action institution.

Cataloger, monographs. Performs original and complex copy cataloging of monographs in a variety of languages, subjects, and physical formats, using Northwestern's NOTIS system, AACR2, LCSH, and Dewey Classification. Contributes eligible authority records to NACO. *QUALIFICATIONS:* Master's from an ALA-accredited library school. Working knowledge of 2 or more modern European foreign languages, preferably including German and a Romance language. Broad educational background, including some science, desirable. Familiarity with the MARC books and authorities formats. Fully original cataloging experience in an automated environment preferred. Salary: $21,000–$24,000. Available Jan. 15, 1989. **Applications received by Oct. 15 will be considered.** Send application and resume, including names of 3 references, to: Debra Domanico, Personnel Manager, **Northwestern University Library, Evanston, IL 60208.** An EEO, AA employer.

Cataloger of Hebrew and Jewish studies materials (search reopened). In support of a newly established curricular program, performs original and copy cataloging and classification of Hebrew-language monographs and serials at all levels of difficulty, and original and complex copy cataloging of monographs in a variety of languages, including Jewish studies materials. Uses Northwestern's NOTIS system, AACR2, LCSH, and Dewey classification. May contribute authority records to NACO. Assists in acquisition of Hebrew materials. Serves as technical services liaison for collection development, and to Jewish studies faculty. *QUALIFICATIONS:* Master's from an ALA-accredited library school. Knowledge of Hebrew. Background in Jewish or Hebrew studies preferred. Knowledge of Yiddish and other relevant European languages desirable. Familiarity with the MARC books, serials, and authorities formats. Fully professional cataloging experience, including performance of subject analysis and authority work in an automated environment, preferred. Salary: Minimum of $23,000. Send application and resume, including names of 3 references, to: Debra Domanico, Personnel Manager, **Northwestern University Library, Evanston, IL 60208.** An EEO, AA employer.

Cataloging head/technical services librarian (search reopened). Lane Medical Library at Stanford University Medical Center has an opening for either head of cataloging (Associate Librarian: $31,400–$39,200) or technical services librarian (Assistant Librarian: $27,200–$31,400) depending on experience and qualifications. Primary responsibilities are to manage the library's bibliographic databases, supervise the catalog department, contribute to cataloging and bibliographic problem resolution, and contribute to systems planning. A detailed vacancy listing can be requested by calling the number below. We are seeking candidates with experience in technical services and with strong communication and organizational skills. An MLS or equivalent is required. Also desired are: cataloging experience including serials and nonbook formats; experience with a MARC-based network and with local library systems; supervisory experience; knowledge of a foreign language; and public service experience or orientation. Lane Medical Library serves the Stanford University Medical Center, attempting to combine personal service with technological solutions. Lane uses the RLIN network, a local integrated system,

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UNIVERSITY OF PENNSYLVANIA
Van Pelt Library

Executive Assistant to the Vice Provost and Director of Libraries

The vice provost and director of libraries is offering an exciting career opportunity for an **entry-level** librarian interested in a research library career. Administrative activities will include planning, personnel matters, budgeting, library building projects, and program analyses. Other duties involve executing studies, preparing grants/fundraising proposals, and public relations projects.

QUALIFICATIONS: Requirements include an MLS from an ALA-accredited library school, or the equivalent in theory and experience; demonstrated ability to write and speak English clearly, concisely, accurately, and promptly; demonstrated ability to communicate and work efficiently, congenially, and supportively with library and university staff at all levels; demonstrated ability to plan and organize projects, to prioritize and reprioritize assignments as necessary, and to produce results in a persuasive and timely manner; demonstrated capacity to conceptualize and anaylze issues and problems; evidence of initiative, good judgment, candor, flexibility, common sense, and a sense of proportion and the practical; working familiarity with statistics, analytical methods, and automated analytical and spreadsheet tools; understanding of teaching and research in a university setting and the operations of academic libraries, or demonstrated interest in obtaining such understanding. *HIRING RANGE:* $19,525–$24,725 depending on qualifications.

Send resume and letters of reference by Sept. 25 to: **Jackie Lerner, Personnel Administrator, University of Pennsylvania, Van Pelt Library, 3420 Walnut St., Philadelphia, PA 19104-6206.**

Equal-opportunity, affirmative-action employer

Director, Lockwood Memorial Library

State University of New York at Buffalo

(Associate Librarian/Librarian)

The UB Libraries seek applications for the position of director of the Lockwood Memorial Library. This is a tenure-track, library faculty position at a salary of at least $42,000 for an Associate Librarian or at least $47,000 for a Librarian.

UB is the largest of the SUNY university centers with an enrollment of over 27,000 students. The libraries rank among the nation's major research systems. Combined holdings of over 2 million volumes are housed in 7 major libraries on 2 campuses. The libraries participate in RLG, ARL, OCLC, and CRL. A Geac automated circulation system is operational; a NOTIS integrated system is being implemented.

LML is the primary graduate research library for the humanities, social sciences, art, social work, management, and education. It is the largest library at UB. LML's collections include 1.3 million volumes, over 9,000 current journal subscriptions, and over 2.5 million microforms. The library is a depository for U.S. government documents. Its annual acquisitions budget is $1.2 million. LML has a staff of 22 professionals, 23 clericals, and numerous student assistants.

The director of LML is the senior administrator of the library and of its branch, the Architecture and Environmental Design Library. The director of LML reports to the associate vice president of university libraries and serves on the libraries' Management Advisory Group which is responsible for systemwide strategic planning and policymaking.

Candidates must be creative, innovative, and independent managers with demonstrated experience in library problem solving. They must have an accredited MLS and 5 yrs.' experience in progressively responsible positions in academic or research libraries. In addition, they must be conversant with collection development and management, resource sharing, bibliographic instruction, reference services, and library automation. A demonstrated ability to plan and implement library services and programs as well as a demonstrated skill in managing budgets, facilities, and personnel are also required. Excellent oral and written skills along with a record of research and publication are essential. Advanced degrees in relevant disciplines are desirable.

The libraries are looking for a Lockwood director who will coordinate and lead the library in formulating goals and setting priorities and who will then work to secure the resources to accomplish programs. The successful candidate will be someone who will be able to work effectively with the deans of the disciplines Lockwood serves, and who will be able to represent Lockwood effectively within the libraries and throughout the university. The director must be a person who is committed to working closely with and developing the Lockwood staff.

Interested and qualified individuals should forward letters of application and resumes including the names of at least 4 references to:

M. E. State
Libraries Personnel Officer
432 Capen Hall
SUNY/Buffalo
Buffalo, NY 14260

An EO, AA employer
Ethnic minorities and women are encouraged to apply.

University of Michigan/Dearborn
Library Director

The University of Michigan/Dearborn invites applications and nominations of highly qualified candidates for the position of director of the library. The director reports to the vice chancellor for academic affairs.

The University of Michigan/Dearborn, with a faculty of 300, is one of 3 campuses of the University of Michigan. It is located on 120 partially wooded acres in suburban Detroit and serves 7,300 undergraduate and graduate students with colleges of liberal arts and sciences, education, management, and engineering. The attractive new library houses an integrated online library system with community access.

RESPONSIBILITIES: The director must have demonstrated abilities to handle diverse administrative responsibilities, including collection development, information access, automation planning and execution, budget, long-range planning, public and technical services, and bibliographic instruction. The director must also have a strong service orientation and the ability to stimulate and develop professional and support staff.

QUALIFICATIONS: An MLS from an ALA-accredited institution is required, and either a 2nd master's or a doctorate would be favorably regarded. Candidates are expected to have a minimum of 5 yrs.' substantial administrative experience in an academic library, proven budget management skills, superior interpersonal and communication abilities, fundraising experience, and broad experience with information technologies. A personal commitment to affirmative action is also required.

POSITION TO BE FILLED: on or before Jan. 1, 1989.

SALARY: Range begins in mid-$40s and includes full University of Michigan benefits.

Review of applications will begin on Sept. 30 and will continue until the position is filled.

APPLICATION: Send letter of application and current resume to:

James C. Foster, Chair
Library Director Search Committee
University of Michigan/Dearborn
Office of the Dean
2100 University Mall
4901 Evergreen Rd.
Dearborn, MI 48128

The University of Michigan/Dearborn is an equal-opportunity, affirmative-action employer and encourages applications from minorities and women.

and IBM and Macintosh microcomputers. Retrospective conversion is in progress. The technical services division consists of cataloging, acquisitions, and periodicals departments. Lane has 32 FTE and a budget of approximately $2 million. **The deadline is Sept. 30** or until filled. Applicants should send a letter expressing their interest in the position and include a resume of their education and relevant experience, and the names of at least 3 references, to: Dick R. Miller, Head of Technical Services and Systems Librarian, **Lane Medical Library, Stanford University Medical Center, Stanford, CA 94305-5323; 415-723-4585.** Stanford University is an equal-opportunity and affirmative-action employer.

Cataloging: Serials/nonprint/special projects cataloger. Faculty-rank, nontenure-track, 12-mo. appointment in a library which uses AACR2, LCC, and LCSH via 2 OCLC terminals. Plans for an online integrated library system are in development. Position is in a collegial, patron-oriented library located in a selective, liberal arts institution offering bachelor's and master's degrees. As library faculty appointment, position requires reference desk rotation including nights and weekends. Position is an intermediate-level appointment with 3–5 yrs.' experience (particularly in serials) desirable, and offers not less than $23,000. Position requires ALA-accredited master's degree and salary is dependent on education and experience. **Applications will be accepted until position is filled, but should be received before Sept. 30 to receive full consideration.** Full job description and application process is available from: Trisha Long, Administrative Secretary, **James B. Duke Library, Furman University, Greenville, SC 29613; 803-294-2191.**

Collection management librarian (health sciences), collection management services department. Select materials in the health sciences. Assess collection needs. Develop collection development policies. Interact with academic departments. Develop approval-plan profile. Reports to the head of the collection management services department. *QUALIFICATIONS:* ALA-accredited MLS is required. *Preferred:* Academic background or experience in a field of science; collection management experience; awareness of national trends; background assessing collections and curricular needs; knowledge of approval plans; sensitivity to the concerns of a research library; ability to provide a strong image to university faculty; initiative and creativity; ability to work well independently and in groups, under pressure, and deliver work on deadline; excellent written and oral communication skills; ability to meet requirements for faculty advancement, including professional service and publication. *ENVIRONMENT:* VCU Library Services, located in Richmond, has research libraries serving 20,000 students on both the academic and medical campuses. VCU is a member of the Association of Southeast Research Libraries and the Center for Research Libraries. The OCLC LS/2 library system is currently in operation, and the library is currently undergoing a conversion to NOTIS. There are currently 825,000 volumes, and the materials budget is over $2.2 million. *SALARY:* $25,000 minimum. Benefits include 27 days' annual leave, choice of health plans (including HMOs and dental plans), choice of retirement and TSA plans (including TIAA/CREF); remuneration for university coursework; and paid life insurance. *APPLICATION:* Full job description available upon request or application. **Deadline: Oct. 7,** or until suitable applicant is found. Submit resume and names and phone numbers for 3 current references to: John Haar, Head, Collection Management Services Department, **Virginia Commonwealth University, VCU Box 2033, Richmond, VA 23284-0001.** VCU is an EEO, AA employer. Women and minorities are encouraged to apply.

Computer reference services librarian. Northern Michigan University is a state university of 8,000 students and 900 employees located in Michigan's Upper Peninsula on the shore of Lake Superior. Olson Library contains over 450,000 volumes, subscribes to over 2,900 serials, and houses both AV and depository documents collections. The computer reference services librarian provides and coordinates the library's computer-based reference services and microcomputer support services, gives direct assistance to patrons seeking information, and teaches them how to use library resources. *QUALIFICATIONS:* Master's degree from an ALA-accredited library school; facility with microcomputers and software; experience with database searching; knowledge of latest developments in computer reference services; ability to integrate automated and traditional reference services; ability to work effectively with faculty, students, and colleagues; effective oral and written communication skills; a 2nd master's degree in a subject area desirable. Salary: $27,000 minimum, depending upon experience and qualifications. Faculty status, tenure-track. **Application reviews will begin after Oct. 15.** Starting date: Dec. 1. Submit nominations or letter of application with resume, 3 letters of recommendation, and copies of credentials and transcripts to: **Director's Office, Olson Library, Northern Michigan University, Marquette, MI 49855-5376.** An AA, EO employer.

Coordinator, computer-based reference service. The University of Missouri–Columbia Libraries are seeking qualified applicants for the position of coordinator, computer-based reference service. The person holding this position is responsible for planning and coordination of the library's computer-based reference service (LITQUEST) including the library's fee-based and end-user search service as well as education and training of searchers. *DUTIES INCLUDE:* Perform computer-based searches and train others to use the following systems: Dialog, BRS, BRS After Dark, Knowledge Index, and various CD-ROM indexes; recommend search service procedures and policies and publicize them to the university community; handle vendor accounts; prepare statistical reports and serve as a resource person on new computer-based reference services, their acquisition, and development. As one of 14 reference librarians in the department, provide reference service at the central reference desk and participate in bibliographic instruction and collection development. Requires master's degree from an ALA-accredited library school, 2nd master's degree preferred. At least one yr.'s professional library experience in reference and computer searching required. Must possess knowledge of computerized databases and be proficient using BRS, Dialog, and CD-ROM indexes. Must be able to communicate well verbally and in writing. Minimum salary: $18,500 for 12 mos. with usual benefits. Available: Nov. 1. **To ensure consideration, applications should be received by Oct. 1.** However, recruitment will remain open until the position is filled. Send letter of application, names of 3 references, and resume to: Pat Burbridge, Personnel Coordinator, **104 Ellis Library (AL), University of Missouri–Columbia, Columbia, MO 65201.** The University of Missouri–Columbia is an equal-opportunity and affirmative-action employer and hires only U.S. citizens and lawfully authorized alien workers.

Coordinator of media services, Gainesville College. *REQUIREMENTS:* Master's degree in educational media or ALA-accredited master's. Appropriate experience desirable. Principal responsibility is audiovisual and video production, the coordination of collegewide media services including equipment distribution and purchase recommendations. Ability to instruct others in use of all media equipment is essential. Write or telephone for specific information. **Application deadline Sept. 30.** Employment date: Nov. 1. Salary $22,000

minimum, based on experience and skills. Send letter of application, resume, and names and telephone numbers of 3 references to: William B. Edmonds, Chair, Search Committee, **Gainesville College, POB 1358, Gainesville, GA 30503; 404-535-6322.** Affirmative-action, equal-employment and educational institution.

Curator, William Ransom Hogan Jazz Archive. Reporting to the head of special collections, curator administers a unique collection of materials on the origin and development of New Orleans jazz and related subjects. Collections include over 1,500 oral history tapes, sound recordings, sheet music, photographs, books, serials, and memorabilia. Archival duties include obtaining, processing, preserving, and servicing materials. Library duties include serving as a division head, overseeing staff of 2.5 persons plus student workers, committee work, and budgeting. *OTHER RESPONSIBILITIES INCLUDE:* Grant-writing, fundraising, developing strong relationships with local and national jazz community. *QUALIFICATIONS:* Graduate work in jazz-related fields, library or archival experience, managerial skills, knowledge of computer applications in libraries required. MLS from ALA-accredited school and scholarly interests highly desirable. Librarian rank and salary open, depending on experience, but no less than $23,000. Liberal benefits, including tuition exemption for self and dependents. 12-mo., academic appointment. Position available Jan. 1, 1989. **Review of applications begins Oct. 1.** Please forward resume and names of 3 references to: Andrea Brigalia, Administrative Assistant, **Tulane University Library, 7001 Freret St., New Orleans, LA 70018.** An equal-opportunity, affirmative-action employer.

Director of administrative services, the University of California/Davis. This new assistant university librarian position, reporting to the university librarian, serves as a member of the senior management team. This position directs the library's programs in personnel, labor relations, budget and planning, and facilities, including direct supervision of 3 FTE and indirect supervision of 9 FTE. It is responsible for the library's overall planning efforts; for the management of library personnel and budget functions, gathering and analyzing data to assist in management decisions and evaluation of services; assumption of leadership role in long-range planning and budgetary projections; assistance in preparation of grant proposals; and other related duties. Specific assignments include coordination of the personnel activities for 65 academic, 230 clerical, and 250 student staff in 4 major libraries; administration of labor agreements for both the academic and the clerical staff; oversight of the peer review process and professional activities program in coordination with the Librarians Association of the University of California; and direct involvement in a major building expansion program to be completed in 1992. *QUALIFICATIONS:* Degree in business, accounting, industrial relations, or public administration required. A minimum of 7 yrs.' progressively responsible experience in analyzing data including preparation, administration, and control of budget and budgetary process and supervision of operations. Requires application of automation and microcomputers to support a management information system. Experience in human resources management and planning highly desirable. Experience with a complex organization within an academic setting preferred. Excellent writing, speaking, and interpersonal skills required. Open Dec. 1. Salary: $42,800–$68,100, dependent on qualifications and experience. **Applications received by Oct. 15 will be assured consideration.** Send letter, resume, and the names, addresses, and telephone numbers of 3 references (including current supervisor) to: Sandra A. Vella, Assistant Library Personnel Librarian, **108 Shields Library, University of California/Davis, Davis, CA 95616; 916-752-1138.** The University of California/Davis is committed to a policy of affirmative action and specifically invites inquiries and applications from women and ethnic minorities.

Director of instructional and research services. The Stanford University Libraries seek an exceptional librarian to provide leadership and coherence for our instructional and research service units. Must have excellent management and communication skills to promote library services, resources, and programs to the Stanford community. Must work effectively and collaboratively with the directors of the Stanford University Libraries to develop and coordinate programs, assure consistency of goals, and provide direction and long-range planning. Will work closely with administrators and faculty to define appropriate user programs and to facilitate communication of library objectives, programs, and needs. Will integrate user services with other university offices and libraries and with UC at Berkeley. Requires knowledge of nature and resource needs of academic programs in a research university and library's role in support of such programs. Demonstrated knowledge of research library operations. Proven leadership ability in an academic library. Skill in dealing with cultural and racial diversity. Proven ability to recruit, hire, and develop a diverse work force and provide leadership to staff on multicultural relations. Understanding of new technologies supporting instruction and research, and of budget administration. MLS or equivalent in theory and practice. Experience in teaching at college/university level; doctorate or other advanced degree desirable. Rank of Associate Director (minimum salary $60,000). **To receive priority consideration, send letter of application, resume, and names and addresses of 3 professional references by Oct. 1** to: David C. Weber, Director, **Stanford University Libraries, Stanford, CA 94305-6004.** Cite #329-AL on all correspondence. EEO, AAE.

University of Washington

Director of Libraries

The University of Washington seeks nominations and applications for the position of director of libraries

The University of Washington—with an enrollment of 34,000 and a faculty of over 3,000 in 16 schools and colleges, offering instruction in more than 100 academic disciplines—is one of the nation's outstanding universities. Its instruction, research, and public service missions richly contribute to the state, region, and nation. The university's teaching and research faculty are known nationally and internationally for their accomplishments. For nearly 2 decades, the university has been among the top 5 educational institutions in the nation in the amount of federal grant and contract funds attracted by its faculty.

The University of Washington Libraries' collections contain over 4.6 million volumes with an additional 6 million items and 55,000 serials. The library system consists of the Henry Suzzallo (main) Library, the Odegaard Undergraduate Library, the Health Sciences Library and Information Center, the East Asia Library, and 18 branch libraries. The staff is dedicated strongly to innovation in library functions and to excellence in library service. A $33 million addition to the Suzzallo Library designed by Edward Larrabee Barnes is under construction, and the libraries' on-campus storage facility is being converted to stacks-on-tracks. A Geac integrated online system is being implemented with an online catalog, circulation, reserve, and acquisitions operational. The libraries' public service programs make extensive use of innovative instruction, online and CD-ROM databases, and information services. There is a well-developed program of collection development. The university's administration has placed a high priority on the continued development of quality research library programs, collections, services, and facilities.

The director of libraries reports to the provost and vice president for academic affairs and is a member of the Board of Deans. The director is the key administrative position responsible for administration and policy for the entire library system; for formulating and ensuring the implementation of innovative, effective library functions and services in support of the instructional and research programs of the university; and for sustaining and enhancing the level of excellence in existing library programs.

QUALIFICATIONS: The university is seeking candidates who have clearly demonstrated the capability to deal successfully with issues regarding budget, collection development, public services, bibliographic control, automation, and personnel management in a large research library that is committed to a high level of service directly responsive to campus needs. Candidates should have established an excellent record of achievement in development and implementation of new technologies, innovative library programs and services, and integrated online systems in a large academic library. It is essential that candidates have demonstrated the ability to articulate a vision for the future and work toward accomplishing it successfully. Strong leadership ability in guiding a large complex system and its staff toward appropriate goals and the ability to work collegially and to communicate effectively with university administration, faculty, staff, students, and the public are required for fulfilling the responsibilities of the position.

Candidates should have an MLS degree from an ALA-accredited library program; at least 10 yrs.' administrative experience with progressively increasing responsible positions in academic libraries, with 3 yrs. as a director, preferable.

SALARY: Minimum salary $80,000.

APPLICATIONS: **A resume showing accomplishments as an administrator; names, addresses, and telephone numbers of at least 4 references who know your accomplishments as a library administrator; and salary requirements must be received by Oct. 15. Nominations must be received by Oct. 1.**

Applications and nominations should be sent to:

Joe G. Norman, Dean
Chair of Search Committee for Director of Libraries
B110 Padelford Hall, GN-15
University of Washington
Seattle, WA 98195

Affirmative-action, equal-opportunity employer

WILKES

Library Director • Wilkes College

Leading candidates will have records of demonstrated accomplishment in collection development, automation of services, and staff management. The ability to work with faculty members to build a collection which provides excellent support for academic programs is essential.

The library, completed in 1968, houses 200,000 volumes, 1,200 periodical titles, extensive microform resources, OCLC, and other database search facilities; VTLS software is used. The director manages a staff of 14 persons.

QUALIFICATIONS: Graduate training in library science, professional and scholarly interests, ability to participate in strategic planning for the academic program.

Wilkes College is a comprehensive, independent, coeducational institution of 2,500 undergraduate (900 residential) and 1,000 graduate students. Bachelor's degrees are offered in the arts and sciences, business, and engineering; master's programs include business, education, engineering, health administration, mathematics, nursing, and physics.

The position will be filled no later than Jan. 1, 1989. Salary range $35,000–$43,000. Applications must include resume and list of 3 references for contact. Nominations and applications to:

Library Director Search Committee
c/o Office of Vice President for Academic Affairs
Wilkes College
Wilkes-Barre, PA 18766

EOE, AA

Director of technical and automated services, Baylor University Libraries. *RESPONSIBILITIES:* Management of technical service operations in acquisitions, catalog, and serials departments; planning, implementation, and operation of the libraries' automated systems; liaison with Baylor's computer center, bibliographic utilities, and vendors; participation with other library directors in general library planning. *QUALIFICATIONS:* ALA-accredited MLS; minimum of 5 yrs.' recent technical service experience in an academic library, including 3 yrs. as department head; comprehensive knowledge of library automation and technical services operations; experience with OCLC or other major bibliographic utility; relevant experience with automated library systems. Salary: $33,000 minimum, depending on qualifications. 12-mo. contract; academic status and rank; tenure-track. Excellent benefit package. **By Sept. 30,** send letter of application, resume, and names of 3 references to: Sheila Slater, Chair of Technical Services Search Committee, **Baylor University, Moody Memorial Library, BU Box 7151, Waco, TX 76798-7151.** Baylor University is an AA, EEO employer.

General Reference Librarian I (entry-level position). The General Reference I (entry-level) position at the Hagerty Library of Drexel University is available Oct. 1. The requirements for this position include a master's degree from an ALA-accredited library school. Duties include: development of the general reference collection; coverage of reference desk; training support staff; and other responsibilities as assigned by the department head. Online searching experience desirable. Applicant must have the ability to work and communicate effectively with staff, faculty, and students. Some evening and weekend hours. The base salary is $18,000 per year with academic rank, TIAA/CREF, and illness benefits. **Send resume and 3 references by Sept. 23** to: Lucille R. Jones, Assistant Director of Libraries, **Drexel University, 32nd & Chestnut Sts., Philadelphia, PA 19104.** Equal-opportunity employer.

Head, Biology Library. The University of Wisconsin–Madison General Library System (GLS) is accepting applications for the position of head, Biology Library, a 12-mo., full-time appointment. Benefits include vacation, sick leave, health insurance, and state retirement plan. Salary minimum: $25,948. The Biology Library serves the research and information needs of the departments of Botany and Zoology and other related disciplines. It has a staff of one librarian, .5 FTE support staff, and student assistants. The biology librarian reports to the associate director for the Science Libraries. *QUALIFICATIONS:* MLS from an ALA-accredited program; at least 2 yrs.' professional academic or research library experience, including administrative and supervisory experience; reference experience and knowledge of at least one major foreign language; familiarity with computer database searching; demonstrated oral, written, and interpersonal communication skills; experience in botany, zoology, or related fields are required. Preference will be given to applicants with experience or training in the areas of ethology, ecology, evolution, or systematics. *RESPONSIBILITIES:* Administration and management, including the hiring, training, supervision, and evaluation of the staff; the controlling and managing of budgets; traditional and online reference and other instructional services; the assessment, development, and preservation of the collections in coordination with the botany and zoology department faculty and other libraries on campus; participation in library committees when elected or appointed thereto. **Application deadline: Sept. 30.** Send a letter of application, resume, and the names, addresses, and telephone numbers of 3 references to: Priscilla Neill, Assistant Director for Personnel, **369 Memorial Library, University of Wisconsin–Madison, 728 State St., Madison, WI 53706.** An EEO, AA employer.

Head, information services department, Syracuse University Library (search extended). Plans, develops, manages, and evaluates the services, facilities, and resources of the information services department (ISD), including reference and information desk, instructional services, online search services, government documents, and maps. Supervises 15 librarians and 11 support staff. Reports to the associate university librarian for public services. Provides, through ISD staff, an array of user services to the faculty, students, and staff of Syracuse University, and to the larger scholarly community. *REQUIRES* a graduate degree from an ALA-accredited library school and at least 4 yrs.' experience in an academic or research library, preferably in public services. Experience in supervision of full-time staff. Demonstrated planning, management, and interpersonal skills. Excellent written and oral communication skills. Preference will be given to candidates with an additional subject degree in the social sciences and experience in collection development. Salary: $32,000 minimum, depending upon experience and qualifications. **Applications received by Sept. 15 will be given first consideration.** Send letter of application, resume, and names of 3 references to: Search Committee for Head, Information Services Department, **Syracuse University Library, Office of Human Resources, Syracuse, NY 13244.** Syracuse University is an equal-opportunity, affirmative-action employer. The university is particularly interested in applications or nominations of women and minorities.

Head, interlibrary loan. This position has primary responsibility for administering centralized activities relating to the libraries' ILL function. *DUTIES INCLUDE:* Coordinating and supervising location of materials not available at Columbia and lending materials to other institutions, including RLG and NYSILL. This position maintains key working relationships with all Columbia libraries and has specific responsibility for coordinating various aspects of ILL with the reference and circulation departments. In addition, this position oversees the operations of the public service photocopy service unit. The position has supervisory responsibility for 5 full-time and several part-time staff members. In addition to an accredited MLS, requirements are: ability to work effectively with staff in other library units and with library users, ability to plan effectively, evidence of creativity and initiative, reading knowledge of one modern Western European language, relevant supervisory experience, and a thorough command of bibliographic techniques and principles, including knowledge of database techniques. Preference will be given to candidates with bibliographic experience in a large research library. Salary ranges are: Librarian I, $26,500–$34,450; Librarian II, $28,500–$38,475; Librarian III, $31,000–$45,675. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is Sept. 30.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Head, periodicals/gifts and exchange department. Responsible to coordinator of collection development and management division for the management of the department in accordance with the library mission. Major responsibilities, in addition to those normally assumed for ordering, receiving, claiming, and binding periodicals and for the processing of gifts and exchanges, include: 1) budget management, 2) liaison with university faculty, 3) collection development, 4) public relations with donors, and 5) possibly some reference desk duty. The library receives approximately 3,000 periodical subscriptions and 9,000 gift books yearly. Department personnel supervised include 2 full-time classified staff and student assistants. Position responsibilities may be modified as a result of the automation of library functions which should begin in late 1988, and the relocation of functions in a new library building, which should be occupied in 1989. *QUALIFICATIONS:* Master's degree from a program accredited by ALA is required. **Entry-level** persons will be considered. Applicable experience in an academic library is preferred. Ability to work harmoniously with university faculty and cooperatively with library staff, and

POSITIONS OPEN continued on page 687.

OPPORTUNITIES AND HONORS

For you and your colleagues

American Library Association Awards Program 1989

More than 80 awards—many in the form of cash, scholarship and research grants—are sponsored by the American Library Association and its units to honor distinguished service and foster professional growth.

Now is the time to submit your application or to nominate an esteemed colleague. The deadline for most awards is around December 1.

For more information and application forms, contact the ALA unit cited in parentheses for each award.

American Library Association
50 E. Huron St.
Chicago, IL 60611
312-944-6780

OPPORTUNITIES AND HONORS
OPPORTUNITIES AND HONORS

ACHIEVEMENT/ DISTINGUISHED SERVICE

Academic or Research Librarian of the Year Award
For outstanding contribution to academic and research librarianship and library development. Donor: Baker & Taylor, $3,000. (Association of College and Research Libraries)

Armed Forces Certificate of Merit
To librarians or "friends" who are members of AFLS who provide an exemplary program to an Armed Forces library. $25 and a certificate. Donor: Armed Forces Library Section. (Public Library Association)

Armed Forces Library Achievement Citation
For contributions toward development of interest in libraries and reading in armed forces library service and organizations. Candidates must be members of Armed Forces Library Section of PLA. Citation. (Public Library Association)

(Hugh C.) Atkinson Memorial Award
For outstanding accomplishments of an academic librarian who has worked in the areas of library automation or library management and has made contributions (including risk taking) toward the improvement of library services or to library development or research. Citation and cash award. Donor: endowment from library vendors and members of ALA. (Interdivisional award sponsored by ACRL, LAMA, LITA and RTSD. Administered by Association of College and Research Libraries.)

Beta Phi Mu
For distinguished service in library education. Donor: Beta Phi Mu International Library Science Honorary Society, $500 and citation. (ALA Awards Committee Staff Liaison)

Bowker/Ulrich's Serials Librarianship Award
For contribution to serials librarianship in areas of professional association participation, library education, serials literature, research or development of tools leading to better understanding. Donor: R. R. Bowker Company, $1,500 and citation. (Resources and Technical Services Division)

(Francis Joseph) Campbell Citation
For contribution of recognized importance to library service for the blind and physically handicapped. Citation and medal. (Association of Specialized and Cooperative Library Agencies, Libraries Serving Special Populations Section)

(James Bennett) Childs Award
For distinguished contributions to documents librarianship. Plaque. (Government Documents Round Table Staff Liaison)

(Melvil) Dewey Medal
To individual or group for recent creative professional achievement in library management, training, cataloging and classification and the tools and techniques of librarianship. Donor: Forest Press, Inc., citation and medal. (ALA Awards Committee Staff Liaison)

Distinguished Library Service Award for School Administrators
For expanding the role of the library in elementary and/or secondary school education. Donor: Social Issues Resources Services, Inc., $1,000 and plaque. (American Association of School Librarians)

Distinguished Service Award (AASL/Baker & Taylor).
For outstanding contribution to school librarianship and school library development. Donor: Baker & Taylor, $3,000. (American Association of School Librarians)

Documents to the People Award
To individual, library, organization or noncommercial group that has effectively encouraged use of federal documents in support of library services. Donor: Congressional Information Service, Inc.,

$2,000. (Government Documents Round Table Staff Liaison)

(Miriam) Dudley Award for Bibliographic Instruction
For contribution to the advancement of bibliographic instruction that has an impact on concepts and methods of teaching bibliography and bibliographic instruction. Donor: Mountainside Publishing Co., $1,000. (Association of College and Research Libraries, Bibliographic Instruction Section)

Equality Award
To individual or group for outstanding contribution that promotes equality of women and men in the library profession. Donor: Scarecrow Press, Inc., $500 and citation. (ALA Awards Committee Staff Liaison)

Exceptional Achievement Award
For leadership in consulting, multitype library cooperation and state library development. Citation. (Association of Specialized and Cooperative Library Agencies)

(The) Federal Librarians Achievement Award
For leadership or achievement in the promotion of library and information science in the federal community. Citation and gift. (Federal Librarians Round Table Staff Liaison)

Honors Award
For contribution to map librarianship. Candidates must be members of Map and Geography Round Table. Citation and $25. (Map and Geography Round Table Staff Liaison)

(The John Ames) Humphry/ Forest Press Award
To individual for significant contributions to international librarianship, $1,000. Donor: Forest Press. (ALA International Relations Committee)

LITA/ Gaylord Award for Achievement in Library and Information Technology
For achievement in library and information technology. Donor: Gaylord Bros. Inc., $1,000. (Library and Information Technology Association)

(Joseph W.) Lippincott Award
To librarian for distinguished service to the profession. Donor: Joseph W. Lippincott, Jr., $1,000 and citation. (ALA Awards Committee Staff Liaison)

(Margaret) Mann Citation
To cataloger or classifier for achievement in the areas of cataloging or classification. Citation. (Resources and Technical Services Division, Cataloging and Classification Section)

(Allie Beth) Martin Award
To public librarian for demonstrating a range and depth of knowledge about books or materials and the ability to share that knowledge. Donor: Baker & Taylor Company, $3,000. (Public Library Association)

(Margaret E.) Monroe Library Adult Services Award
To librarian for impact on library service to adults. Citation. (Reference and Adult Services Division)

(Isadore Gilbert) Mudge Citation
For distinguished contribution to reference librarianship. Citation. (Reference and Adult Services Division)

(Esther J.) Piercy Award
To librarian with fewer than ten years experience for contributions and leadership in the field of technical services. Citation. (Resources and Technical Services Division)

(Herbert W.) Putnam Honor Award
To American librarian for travel, writing or other use to improve service to the library profession or society. Donor: Herbert W. Putnam Honor Fund, $500 quadrennially. (ALA Awards Committee Staff Liaison)

ALA UNITS

World Book–ALA Goal Awards (2)
To American Library Association units for the advancement of public, academic or school library service and librarianship through support of programs that implement the goals and priorities of ALA. Donor: World Book, Inc., $5,000 each. (ALA Awards Committee Staff Liaison)

AUTHORS/ILLUSTRATORS/ PUBLISHERS

(Mildred L.) Batchelder Award
To American publisher of an English-language children's book originally published in a foreign language in a foreign country. Citation. (Association for Library Service to Children)

(Randolph) Caldecott Medal
To a U.S. illustrator of a distinguished picture book for children published in the U.S. in the preceding year. Donor: family of Daniel Melcher, medal. (Association for Library Service to Children)

Gay and Lesbian Book Award
To author of book(s) of exceptional merit relating to gay/lesbian experience. Donor: Gay Book Award Committee. (Social Responsibilities Round Table/Gay and Lesbian Task Force.)

(Coretta Scott) King Awards
To Black author and illustrator for inspirational and educational contributions to commemorate Dr. Martin Luther King, Jr., and to honor Mrs. King for her work for peace and world brotherhood. Donors: Johnson Publications and Encyclopaedia Britannica to the author; "Famous Amos Cookies" and World Book to the illustrator, $250 and a set of encylopedias each. (Social Responsibilities Round Table Staff Liaison)

(John) Newbery Medal
To U.S. author of the most distinguished contribution to American literature for children published in the United States in the preceding year. Donor: family of Daniel Melcher, medal. (Association for Library Service to Children)

K. G. Saur Award for Best "C&RL" Article
To author to recognize the most outstanding article published in College and Research Libraries during the preceding volume year, $500. Donor: K. G. Saur. (Association of College and Research Libraries)

(Laura Ingalls) Wilder Medal
To author or illustrator whose works have made a lasting contribution to children's literature. Medal, triennially. (Association for Library Service to Children)

YASD/ School Library Journal Young Adult Author Award
To author whose book or books have provided young adults with a window through which they can view their world and which will help them to grow and to understand themselves and their role in society. Citation and $1,000. Donor: School Library Journal. (Young Adult Services Division)

BUILDINGS

Library Buildings Award Program
To all types of libraries for excellence in architectural design and planning. Donor: American Institute of Architects and LAMA, citations to architectural firms and libraries. (Library Administration and Management Association)

CHILDREN'S/YOUNG ADULT SERVICES

Grolier Foundation Award
For stimulation and guidance of reading by children and young people. Donor: Grolier Foundation, $1,000 and citation. (ALA Awards Committee Staff Liaison)

EXHIBITS

Kohlstedt Exhibit Award
To companies or organizations for the best single, modular and linear booth displays at the Annual Conference. Citation. (Exhibits Round Table Staff Liaison)

FUNDING

Gale Research Company Financial Development Award
To library organization for financial development project to secure new funding resources for public or academic library.

Donor: Gale Research Company, $2,500. (ALA Awards Committee Staff Liaison)

Major Benefactors Honor Award
To individual(s), institution, agency or organization for major assistance to a public library. Citation. (American Library Trustee Association)

INTELLECTUAL FREEDOM

Intellectual Freedom Award
To school library media specialist who has upheld the principles of intellectual freedom. Donor: Social Issues Resources Series, Inc., $1,000 to recipient, $1,000 to media center of recipient's choice, travel to ALA Annual Conference, plaque. (American Association of School Librarians)

(John Phillip) Immroth Memorial Award for Intellectual Freedom
For notable contribution to intellectual freedom fueled by personal courage. Citation and $500. (Intellectual Freedom Round Table Staff Liaison)

(Eli M. Oboler) Memorial Award
To author of a published work in English, or in English translation, dealing with issues, events, questions or controversies in the area of intellectual freedom. Donor: HBW Associates, Inc., biennially, $500. (Intellectual Freedom Round Table Staff Liaison)

State Program Award
To state intellectual freedom committee for the most successful and creative project during the calendar year. Donor: Social Issues Resources Series, Inc., $1,000 and citation. (Intellectual Freedom Round Table Staff Liaison)

LITERACY

Advancement of Literacy Award
To American publisher or bookseller for advancement of literacy. Citation. (Public Library Association, Alternative Education Programs Section)

Literacy Award
For contribution toward fighting illiteracy. Citation. (American Library Trustee Association)

PROFESSIONAL DEVELOPMENT

(AASL ABC/CLIO) Leadership Development Grant Award
For planning leadership development programs at the affiliate level in the American Association of School Librarians. Donor: ABC/CLIO, $1,750. (American Association of School Librarians)

Baker and Taylor Conference Grants
To young adult librarians in public or school libraries to attend an ALA Annual Conference for the first time. Candidates must be members of YASD, have one to ten years of library experience. Donor: Baker & Taylor, $750. (Young Adult Services Division)

Bogle International Library Travel Fund
To librarians to travel abroad to study and/or attend conferences. Donor: Bogle Memorial Fund, cash amount varies. (International Relations Committee Staff Liaison)

(The Frances) Henne Award
To school library media specialist with five or fewer years in the profession to attend an AASL regional conference or ALA Annual Conference for the first time. Donor: R. R. Bowker, $1,250. (American Association of School Librarians)

(Martinus) Nijhoff International West European Specialist Study Grant
To ALA member to visit the Netherlands and two other West European countries to study West European librarianship or bibliography. Donor: Martinus Nijhoff International, travel expenses, room and board. (Association of College and Research Libraries, Western European Specialists Section)

(Shirley) Olofson Memorial Award
To individuals to attend their second ALA Annual Conference. Cash. (Junior Members Round Table Staff Liaison)

PLA/CLSI International Study Grant
To support a study tour abroad to stimulate interest among public librarians with public libraries outside of the U.S.A. and enable a public library staff member to carry out a project to improve international understanding among public libraries world wide. $5,000 and a certificate: Donor: C. L. Systems, Inc. (Public Library Association)

(3M/JMRT) Professional Development Grant
To Junior Members Round Table members to encourage professional development and participation in national ALA and JMRT activities. Donor: 3M, cash. (Junior Members Round Table Staff Liaison)

Putnam & Grosset Group Award
To children's librarians in school or public libraries with ten or fewer years of experience to attend ALA Annual Conference for the first time. Must be member of ALSC. Donor: Putnam & Grosset Group, $400. (Association of Library Service to Children)

Readex/GODORT/ALA Catharine J. Reynolds Award
Grants to documents librarians for travel and/or study in the field of documents librarianship or area of study benefiting performance as documents librarian. $2,000. Donor: Readex Corporation. (Government Documents Round Table Staff Liaison)

(The H. W.) Wilson Library Staff Development Grant
To library organization for a program to further its goals and objectives. Donor: The H. W. Wilson Company, $2,500. (ALA Awards Committee Staff Liaison)

PUBLIC RELATIONS

(John Cotton) Dana Public Relations Awards
To libraries or library organizations of all types for public relations programs or special projects ended during the preceding year. Donor: The H. W. Wilson Company, citation. (Library Administration and Management Association)

Grolier National Library Week Grant
To state library or school library media association for the best plan for a public relations program in the year the grant is presented. Donor: Grolier Educational Corporation, $1,000. (Public Information Office)

PUBLICATIONS/ARTICLES

Best of "LRTS": Awards
To author(s) of best paper published each year in the division's official journal. (Resources and Technical Services Division)

Blackwell/North America Scholarship Award
To author(s) of outstanding monograph, published article or original paper on acquisitions, collection development or areas of resources development in libraries. Donor: Blackwell/North America, citation to winner and $1,000 to library school of winner's choice. (Resources and Technical Services Division)

Carnegie Reading List Awards
To ALA unit for preparation and publication of reading lists, indexes and other bibliographical and library aids useful in U.S. circulating libraries. Donor: Andrew Carnegie fund, amount varies. (ALA Publishing Committee Staff Liaison)

Dartmouth Medal
For creating current reference works of outstanding quality and significance. Donor: Dartmouth College, medal. (Reference and Adult Services Division)

Hammond, Inc./MAGERT AWARD
For the year's best paper on map librarianship. $300. Donor: Hammond, Inc. (Map and Geography Round Table Staff Liaison)

(Katharine Keyes) Leab and Daniel J. Leab American Book Price Current Award
For three best catalogues published by American or Canadian institutions in conjunction with exhibitions of books and/or manuscripts. Citations. (Association of College and Research Libraries, Rare Books and Manuscripts Section)

G. K. Hall Award for Library Literature
For outstanding contribution to library literature issued during the three years preceding presentation. Donor: G. K. Hall & Co., $500 and citation. (ALA Awards Committee Staff Liaison)

Oberly Award for Bibliography in Agricultural Sciences
To American citizen for the best bibliography in the field of agriculture or one of the related sciences in the preceding two-year period. Donor: Eunice Rockwood Oberly Fund, biennially, cash and citation. (Association of College and Research Libraries, Science and Technology Section)

Reference Service Press Award
To author of the most outstanding article published in *RQ* during the preceding two volume years. Donor: Reference Service Press, Inc., $500. (Reference and Adult Services Division)

Whitney-Carnegie Awards
For the preparation of bibliographic aids for research, with scholarly intent and general applicability. Donor: James Lyman Whitney and Andrew Carnegie funds, $2,500 maximum. (ALA Publishing Committee Staff Liaison)

(The H. W.) Wilson Library Periodical Award
To library, library group or association for a periodical making a contribution to librarianship. Donor: The H. W. Wilson Company, $500 and certificate. (ALA Awards Committee Staff Liaison)

RESEARCH

(Carroll Preston) Baber Research Grant
For innovative research in library science to improve services and new uses of technology and cooperative projects. Donor: Eric R. Baber, $10,000. (ALA Awards Committee Staff Liaison)

Doctoral Dissertation Fellowship
To doctoral students in the field of academic librarianship whose research indicates originality, creativity and interest in scholarship. Donor: Institute for Scientific Information, $1,000. (Association of College and Research Libraries)

(Frances) Henne Research Grant
To provide seed money to an individual, institution or group for a project to encourage research on library service to young adults. Donor: Voice of Youth Advocates, $500. (Young Adult Services Division)

(Samuel) Lazerow Fellowship for Research in Acquisitions or Technical Services
To acquisitions or technical services librarian for research, travel or writing in these fields. Donor: Institute for Scientific Information, $1,000. (Association of College and Research Libraries)

Jesse H. Shera Award for Research
For an outstanding and original paper reporting the results of research related to libraries. $500. (Library Research Round Table Staff Liaison)

(Justin) Winsor Prize Essay
To author of an outstanding essay embodying original historical research on a significant subject of library history. $500 and essay published, if desired, in *The Journal of Library History.* (Library History Round Table Staff Liaison)

SCHOLARSHIPS

Armed Forces Library Section NEWSBANK Scholarship Award
To members of the Armed Forces Library Section who have given exemplary service in the area of library support for off-duty education programs in the armed forces. $1,000 to the school of the recipient's choice and a certificate. Donor: Newsbank, Inc. (Public Library Association)

Bound to Stay Bound Books Scholarship
For study in field of library service to children toward the MLS or beyond in an ALA-accredited program. Donor: Bound to Stay Bound Books, Inc., $1,500 each. (Association for Library Service to Children)

(David H.) Clift Scholarship
To worthy U.S. or Canadian citizen to begin an MLS degree in an ALA-accredited program. Donor: Proceeds from the ALA President's Dance, individual contributions, $3,000. (Office for Library Personnel Resources)

(Louise) Giles Minority Scholarship
To worthy U.S. or Canadian minority student to begin an MLS degree in an ALA-accredited program. Donor: Proceeds from the ALA President's Dance, individual contributions, $3,000. (Office for Library Personnel Resources)

JMRT EBSCO Scholarship
To U.S. or Canadian citizen to begin an MLS degree or beyond in an ALA-accredited program. Candidates must be members of JMRT. Donor: EBSCO Subscription Services, $1,000. (Junior Members Round Table Staff Liaison)

LITA/CLSI Scholarship in Library and Information Technology
For work toward MLS degree in an ALA-accredited program with emphasis on library automation. Donor: C. L. Systems, Inc., $1,500. (Library and Information Technology Association, Education Committee)

(Frederick G.) Melcher Scholarship
To students entering the field of library service to children for graduate work in ALA-accredited program. $4,000 each. (Association for Library Service to Children)

SCHOOL LIBRARY MEDIA CENTER

Microcomputer in the Media Center Award
To library media specialists: (1) for use of the microcomputer as a library management tool; (2) for the application of the microcomputer as an educational tool. Donor: The Follett Software Company, $1,000 to the specialist and $500 to the library for each. Citation, and travel to ALA Annual Conference. (American Association of School Librarians)

National School Library Media Program of the Year Award
To school districts for achievement in library media programs. Donor: Encyclopaedia Britannica Companies, $2,500 each and plaque. (American Association of School Librarians)

SPECIAL SERVICES

Exceptional Service Award
For exceptional service to patients, the homebound, medical, nursing and other hospital professional staff and to inmates. Citation. (Association of Specialized and Cooperative Library Agencies)

(John) Sessions Memorial Award
To library or library system in recognition of work with the labor community. Donor: AFL/CIO, plaque. (Reference and Adult Services Division)

SIRS/Peace Award
To honor library or librarian who has contributed to advancement of knowledge related to issues of international peace. $500. Donor: Social Issues Resources Series, Inc. (Social Responsibilities Round Table Staff Liaison)

(Leonard) Wertheimer Multilingual Award
To person, group or organization for work that enhances and promotes multilingual public library service. Donor: National Textbook Company, citation. (Public Library Association)

Facts On File Grant
To a library for imaginative programming which would make current affairs more meaningful to an adult audience. Donor: Facts On File, Inc., $1,000. (Reference and Adult Services Division)

TRUSTEE CITATIONS

(ALA) Trustee Citations
To library trustees for outstanding service. Citation. (American Library Trustee Association)

POSITIONS OPEN continued from page 682.

effective interpersonal and communicative skills are essential. Interest in and basic knowledge of library automation is helpful. Flexibility and tolerance of ambiguity will be necessary, given the impending changes noted above. *APPOINTMENT:* Position is permanent, tenure leading, with faculty status and rank. Appointment rank will be Instructor. Librarians are expected to meet tenure and promotion requirements of the library faculty. Conditions are: 12-mo. contract, 24 days' annual leave, 11 university holidays, 12 sick days, health/life insurance package with major portion paid by state, retirement TIAA/CREF or state system paid entirely by state, and better-than-average funding and opportunity for professional development. Salary is $18,500. Responsibilities of position, pending library automation, faculty status and privilege, and an excellent collegial and physical work environment offer an exceptional opportunity for a beginning librarian. *UNIVERSITY:* Tennessee Technological University is a state-supported institution within the State University and Community College System of Tennessee. Tech has approximately 7,000 full-time students and 350 full-time faculty. ***APPLICATION PROCEDURE:*** **Initial screening of applicants will begin Nov. 1,** and the position will remain open until filled. Send letter of application, resume, transcripts (unofficial copies are acceptable for initial application), and 3 current letters of professional reference to: Roger Jones, Chair, Search Cmte., **Univ. Lib., Box 5066, Tennessee Technological Univ., Cookeville, TN 38505.** Minorities are encouraged to apply and to identify themselves for affirmative-action purposes.

Head, reference section, Columbia University Health Sciences Library. We are seeking an innovative librarian to lead a reference team in providing and developing dynamic information services for a large and varied constituency. *PRIMARY RESPONSIBILITIES INCLUDE* managing reference, database, interlibrary loan, and instructional services; also participates in collection development and in librarywide planning. This position offers challenging opportunities for growth and the possibility of assuming additional responsibilities under the aegis of Columbia's IAIMS project. The Health Sciences Library is expanding its instructional program, undertaking new outreach services, and assessing new technologies for meeting information needs. Incumbent will also have the opportunity to collaborate on medical informatics projects and research. The section's staff is growing and this position currently supervises over 5 FTE professionals and over 3 FTE support staff. The Health Sciences Library serves the schools of Medicine, Dentistry, Nursing, and Public Health; the Presbyterian Hospital; and other affiliated health care, instructional and research programs in the Columbia-Presbyterian Medical Center. The Health Sciences Library has a staff of over 50 FTE, a collection of approximately 425,000 volumes, and over 4,000 current journal subscriptions, a wide-ranging special collections section, and a large media center with microcomputer lab and computer classroom. Library operations are automated, and a local MEDLINE subset and multiple CD systems are available. *QUALIFICATIONS:* ALA-accredited MLS; minimum 4–5 yrs.' relevant experience; demonstrated competence in reference and instructional services; excellent written and oral communication skills; ability to manage effectively and to plan and implement change in a complex environment; evidence of initiative; knowledge of information technologies. Salary ranges are: Librarian II, $30,500–$41,175; Librarian III, $33,500–$48,575. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is Oct. 28.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

University of Oregon Library

Applications and nominations are invited for the following position:

Map Cataloger

(Position funded by U.S. Department of Education Title II-C grant)

RANK: Assistant Professor or higher (nonrenewable, 12-mo., fixed-term appointment).

DUTIES AND RESPONSIBILITIES: Under the general supervision of the University of Oregon project coordinator, catalogs, classifies, and provides subject analysis for Pacific Northwest maps and aerial photographs as part of a Title II-C–funded project. Helps organize workflow and monitor work of other project staff. Assumes other responsibilities as assigned. Performs other duties as required.

QUALIFICATIONS required: MLS from ALA-accredited library school. Ability to use *Anglo-American Cataloguing Rules,* 2nd edition, and Library of Congress cataloging practices, classification and subject headings, and OCLC/MARC tagging. Ability to use *Cartographic Materials, A Manual of Interpretation for AACR2.* Good oral and written communication skills and ability to work effectively with all levels of staff. *Preferred:* Academic degree or coursework in geography, cartography, or related area; cataloging experience in an academic library, especially map cataloging.

SALARY: $20,000 for 12-mo. appointment. Fringe benefits include choice of medical plans (Blue Cross–Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates.

The University of Oregon Map Library, a branch of the university library system, is one of the 10 largest cartographic collections in the United States. Current holdings include over 600,000 maps, aerial photographs, and books.

The University of Oregon Library is an ARL library with current holdings of approximately 1.75 million volumes and over 18,000 serials subscriptions. The library participates in OCLC. Catalog, circulation, acquisition, and serials functions are automated using the INNOPAC and INNOVACQ systems.

APPLICATION DEADLINE: **To be considered, applications must be postmarked on or before Sept. 30.**

POSITION OPEN: Must be able to begin working between Oct. 1 and Dec. 31.

TO APPLY: Send cover letter, resume, and names, addresses, and telephone numbers of 4 references to:

Laine Stambaugh
Personnel Librarian
Knight Library
University of Oregon
Eugene, OR 97403-1299
503-686-3056

The University of Oregon is an equal-opportunity, affirmative-action institution. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

Instructional services librarian. This position has primary responsibility for planning and implementing bibliographic instruction for undergraduates, and for coordinating similar programs for graduate students and faculty. The incumbent is also responsible for identifying and selecting materials that support undergraduate- and beginning graduate-level instruction, mostly in the liberal arts. The instructional services librarian is responsible for providing library services to undergraduates and to graduate students in the School of Arts and Sciences, including planning, coordinating, implementing, and monitoring instructional programs within the libraries' humanities and history division. The librarian is also expected to provide leadership in developing and implementing instructional programs on a systemwide basis, and to act as a resource in development of CAI and related computer-based instructional programs. This position serves as the collection development officer for Burgess-Carpenter (the chief instructional library in the system), including liaison with faculty, bibliographers, and committees on instruction. The incumbent is expected to provide extensive bibliographic and in-depth reference service using a variety of printed and electronic sources. *REQUIREMENTS INCLUDE* evidence of imagination and leadership skills; knowledge and understanding of the process of scholarly communication and of the complexities of a major research library; and superior oral and written communication skills. Preference will be given candidates with successful experience in relevant areas of library operations, especially responsibility for bibliographic instruction programs and for public service activities. Accredited MLS preferred, graduate subject degree desirable. Salary ranges are: Librarian I, $26,500–$34,450; Librarian II, $28,500–$38,475. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Deadline for applications is Oct. 15.** Send resume, listing 3 references, to: Kathleen Wiltshire, Dir. of Personnel, **Box 35 Butler Lib., Columbia Univ., 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Librarian (full-time position, 1 FTE), Blackfeet Community College, Browning, Mont. Available for FY 1988–89, beginning Sept. 19. *MINIMUM QUALIFICATIONS:* Master's of library science (MLS), with 3 yrs.' experience at the postsecondary level. Salary $21,000 per annum per BCC scale. To be considered for this position, please submit the following documents: 1) letter of application; 2) a current resume; 3) transcript(s) of all college work completed/copies of credentials; and 4) 3 letters of recommendation. Closing time and date: Open until filled. Documents should be delivered or mailed to: Librarian Search Committee, **c/o Dean, Academic Affairs, Blackfeet Community College, POB 819, Browning, MT 59417.** Blackfeet Community College personnel policy and procedures require Indian preference be granted in the employment of all qualified individuals for all college position vacancies.

University of Oregon Library
Japanese Cataloger

RANK: Assistant Professor or higher (renewable, fixed-term appointment).

DUTIES AND RESPONSIBILITIES: **Entry-level** position. Reports to the head, catalog department. Catalogs Japanese-language monographs, serials, and nonprint materials, using LC or OCLC copy, or producing original records. Some time may be spent cataloging English-language materials. May assist with training and supervision of classified staff and student assistants. May participate in library instruction program and perform special projects and other related duties as assigned.

QUALIFICATIONS required: MLS from ALA-accredited library school. Strong working knowledge of Japanese, including ability to write characters. Knowledge of Romanization systems. Good written and oral communications skills, including English language. Ability to work effectively with all levels of staff.

SALARY: $19,000 for 12-mo. appointment. Appointment beyond the minimum salary will be dependent on qualifications, prior experience, and academic rank. Fringe benefits include choice of medical plans (Blue Cross–Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates.

The University Library's Japanese-language holdings consist of approximately 22,500 monographic volumes and approximately 95 current periodicals subscriptions, as well as Western-language titles pertaining to this area. The collection serves as a major resource for the university's interdisciplinary programs in East Asian studies and Southeast Asian studies, as well as for programs in East Asian languages and literature (Chinese and Japanese). As the primary research university in the humanities and social sciences in a Pacific Rim state, the University of Oregon has a very strong commitment to these programs and to the library collections which support them.

The University of Oregon Library is an ARL library with current holdings of approximately 1.75 million volumes and over 18,000 serials subscriptions. The library participates in OCLC. Catalog, circulation, acquisition, and serials functions are automated using the INNOPAC and INNOVACQ systems.

APPLICATION DEADLINE: **To be fully considered, applications must be postmarked on or before Sept. 30.**

TO APPLY: Send cover letter, resume, and names, addresses, and telephone numbers of 4 references to: **Laine Stambaugh, Personnel Librarian, Knight Library, University of Oregon, Eugene, OR 97403-1299; 503-686-3056.**

The University of Oregon is an equal-opportunity, affirmative-action institution.
In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States.

Library systems analyst. Reporting to assistant director for library systems, responsibilities include assisting in analysis of library applications in terms of system and programming requirements; participating in implementation and maintenance of Columbia's local library system (NOTIS); developing specifications for new mainframe and microcomputer applications; participating in designing, coding, testing, and documenting new and modified applications; supporting planning and implementation of new systems; and training end-users in new systems. An accredited MLS, or equivalent combination of education and experience, is required. 1–2 yrs.' experience in library systems analysis, library automation, and/or MARC formats required. Good verbal and written communication skills essential. Mainframe programming experience in PL/1 or COBOL; knowledge of microcomputer application software (including database programming and spreadsheet design); experience with RLIN and NOTIS; and experience with JCL, VM/CMS, and SAS are desirable. Some training may be available to supplement incumbent's existing skills. Salary ranges are: Librarian I, $26,500–$34,450; Librarian II, $28,500–$38,475; Librarian III, $31,000–$45,675. Excellent benefits include tuition exemption for self and family and assistance with university housing. **Applications received by Sept. 30 will receive preferential consideration.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Map catalog librarian. Responsible for a full range of cataloging functions, including classification, descriptive cataloging, and subject cataloging of maps and cartographic materials. Revises the work of paraprofessional working with contributed copy in the same subject area. *REQUIRED:* MLS from an ALA-accredited library school. *Preferred:* Subject master's in geography or geological sciences; knowledge of one or more European languages; familiarity with AACR2, LC classification, and MARC formats; experience with OCLC or other online databases. Salary: Minimum $18,000. **Send letter of application, resume, and names of 3 references and/or placement bureau address by Nov. 1** to: Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Map catalogers (2 full-time positions). Positions funded by U.S. Department of Education Title II-C grant, Oct. 1, 1988–Dec. 31, 1989. Under the supervision of the project director, catalogs, classifies, and provides subject analysis for Pacific Northwest maps and aerial photographs as part of a Title II-C–funded project. Uses *Anglo-American Cataloguing Rules* (2nd edition), *Cartographic Materials, A Manual of Interpretation for AACR2,* Library of Congress classification and subject headings, and OCLC/MARC tagging. *QUALIFICATIONS:* Graduate degree from a program accredited by the American Library Association required. Knowledge of current cataloging rules and Library of Congress cataloging practices and classification required; cataloging experience in an academic library, especially map cataloging experience, desirable. Academic degree or coursework in geography, cartography, or related area preferred. Experience with an automated cataloging system, preferably OCLC, desirable. Aptitude/ability to work with cartographic materials. Ability to function well in a changing environment, to work effectively with project staff, and to contribute constructively to project goals. Salary: $20,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plans. No state or local income tax. **Application deadline: 5 pm, Friday, Sept. 30.** Send letter of application, full resume, salary requirements, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Charles E. Chamberlin, Deputy Director of Libraries/Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Physical sciences librarian. New position in a land-grant university library serving 8,500 undergraduates, 1,000 graduate students, and 700 faculty. Under the direction of the assistant director for collections and services, duties include general reference work in the main library, supervision of the Klosterman Chemistry Library, bibliographic instruction, online database searching (e.g., STN/CAS), and collection development. Responsibilities for liaison with departments of Chemistry, Biochemistry, Polymers and Coatings, Geology, Physics, and possibly others as assigned. *QUALIFICATIONS required:* Graduate degree from ALA-accredited school. *Preferred:* Coursework in chemistry or another physical science, and related experience in an academic library. Must understand the needs of researchers and be able to provide service to a diverse research-oriented clientele. The NDSU Library is a member of Tri-College University, an established and accredited consortium (NDSU, Moorhead State University, and Concordia College). The Tri-College University Library Consortium has been a member of the Minnesota State University System's PALS online integrated system since its inception in 1979. NDSU is located in Fargo, an educational, cultural, and medical center for the Upper Plains. The total population of the metropolitan area, which includes Moorhead, Minn., exceeds 145,000. The area is within a short drive of the Minnesota lake country and 4 hrs. from Minneapolis and Winnipeg. Minimum salary: $22,500. Generous benefits including TIAA/CREF and Blue Cross–Blue Shield. **Applications should be received no later than Oct. 3 for maximum consideration.** Send letter of application, current resume, and names, addresses, and phone numbers of 3 references to: **Personnel Office, North Dakota State University, POB 5227, Fargo, ND 58105.** NDSU is an equal-opportunity institution.

Rare books and special collections. Search extended. Under the direction of the head of the manuscripts, archives, and special collections unit, this position supervises the programs relating to rare books and special collections. *RESPONSIBILITIES INCLUDE:* Cataloging and processing printed materials; maintaining and preserving the collections; maintaining special access tools; reference; exhibits; grant proposals, development, and donor contact. Collection development responsibilities are shared with the head of the unit. Tenure-track position. Full faculty status. A progressive record of professional/scholarly achievement is expected of all librarians. *REQUIRED:* ALA-accredited MLS; cataloging experience in a variety of subject areas, including use of AACR2 and MARC tagging; effective written and oral communication. *PREFERRED:* Academic library experience; supervisory experience; knowledge of at least one modern European language; 2nd subject master's in the humanities or social sciences; familiarity with preservation techniques. Rank: Librarian II. Beginning professional salary: $18,000, commensurate with qualifications. TIAA/CREF, broad insurance programs, 22 days' vacation, 12 days/yr. sick leave. **Applications should be postmarked by Oct. 3.** Send letter of application, resume, and names of 3 references to: Donna L. McCool, Assistant Director for Administrative Services, **Washington State University Libraries, Pullman, WA 99164-5610.** Washington State University is an EO, AA educator and employer. Protected group members are encouraged to apply.

Reference/instruction librarian. Georgia College, a residential senior college of the University System of Georgia offering a variety of graduate degrees for 4,300+ students, is seeking applications for 12-mo., tenure-track, faculty position. Reports to coordinator, information services. *RESPONSIBILITIES:* Provide innovative bibliographic instruction, tours, and related instructional activities; provide reference assistance; participate in collection development; serve as the library public relations liaison; and have opportunity to teach in the library media program. *QUALIFICATIONS:* ALA-MLS; excellent communication and interpersonal skills; knowledge of reference sources and skill in the reference interview process. Training or experience in library instruction preferred. Salary negotiable from $20,000. Excellent benefits. **Deadline: Sept. 30,** or until a suitable candidate is selected. *TO APPLY:* Send letter of application describing your experience in terms of the requirements for this position, a resume, and names and addresses of 3 references, with letters and official transcripts, to: R. Neil Scott, Chair, Search Committee, **Russell Library, Georgia College, Milledgeville, GA 31061.** Georgia College is an affirmative-action, equal-opportunity employer.

Reference librarian (Assistant/Senior Assistant Librarian), Cornell University Library, Uris Undergraduate Library. The Uris Undergraduate Library serves 12,000 liberal arts undergraduates; 90,000-sq.-ft. building; stack collection of 150,000 volumes and 50,000 periodicals or microfiche; reserve collection of 6,000 items per semester; total annual circulation 275,000. *RESPONSIBILITIES:* Provide service at reference desk; serve as coordinator and trainer for computer activities of reference department; participate in bibliographic instruction program; select current monographs in certain subject areas. *QUALIFICATIONS:* MLS from ALA-accredited library school; experience or extensive coursework in database searching and use of computers; aptitude for and interest in teaching and reference work with undergraduates. *SALARY:* $19,500 min. entry-level; 3 or more yrs.' experience, $22,000 min. Applications were requested by Sept. 1, but will be accepted until position is filled. *APPLY TO:* Please send cover letter, resume, and list of 3 references to: Ann Dyckman, Personnel Director, **Cornell University Library, 201 Olin Library, Ithaca, NY 14853-5301.** Cornell University is an equal-opportunity, affirmative-action employer.

Reference librarian (FA321), Virginia Beach Campus. Provide reference services, library instruction, prepare bibliographies, and review and recommend new titles/materials for the library collection of the Virginia Beach Campus Learning Resources Center. Applicants should have a thorough grasp of reference interview techniques, library research methods, training in or experience using personal computers (MS-DOS), online information sources (Dialog, WilsonLine), and CD-ROM resources. Master's degree in library science from an ALA-accredited graduate school is required. Undergraduate degree in science or related technical field is desirable. 2 yrs.' successful experience in reference is preferred. Some supervisory and evaluative experience with subordinates would be helpful. Salary range $28,599–$47,188, commensurate with education and experience. **Apply by Sept. 16** to: **Tidewater Community College, District Personnel Office, State Route 135, Portsmouth, VA 23703.**

Reference librarian, Mansfield Campus. Assists students and faculty in the use of the library's resources, including library orientation and bibliographic instruction; processes interlibrary loan requests; assists the director with collection development. The library serves 3,000 students and 200 faculty of the Ohio State University–Mansfield Campus and North Central Technical College. *REQUIRED:* MLS from an ALA-accredited program; training or experience in bibliographic instruction and online searching; ability to communicate effectively orally and in writing and to enjoy the challenge of group instruction. Librarians have faculty rank and responsibilities, including research, publication, and service. $21,000–$24,000. **Apply by Sept. 30** to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210.** Includes names, addresses, and telephone numbers of 3 references. An AA, EEO employer. Qualified women, minority, and handicapped persons, as well as others, are encouraged to apply.

Reference Librarian/ Bibliographic Instruction Coordinator

Library Faculty Appointment

SALARY: Minimum $31,680

Plans, coordinates, and evaluates bibliographic instruction program and trains other librarians involved in the program. Creates teaching materials. Participates in providing reference services to academic community. Participates in computer-assisted reference service. May serve as subject specialist and bibliographer for specific areas.

REQUIREMENTS: MLS from ALA-accredited institution or equivalent. 2nd advanced degree or doctoral equivalency required for tenure. Minimum of 2 yrs.' library experience, one of which should be in reference/bibliographic instruction. Effective interpersonal and communication skills.

DESIRABLE QUALIFICATIONS: Experience in media design and production, plus writing and editing skills. Experience or coursework in online computer searching highly desirable.

Deadline for applications is Oct. 15 or until such time as the position is filled. The full description is available upon request.

APPLICATION: Please address resume including the names and addresses of 3 references and/or requests for further information to: Sharon K. Perry, Chair, Public Services Recruitment Committee, UNIVERSITY LIBRARY, CALIFORNIA STATE UNIVERSITY/FULLERTON, POB 4150, Fullerton, CA 92634.

Affirmative-action, equal-opportunity, Title IX employer

Reference librarian. Search reopened. Antioch College seeks a reference librarian. *RESPONSIBILITIES INCLUDE:* reference, interlibrary loan, online searching, and some bibliographic instruction. Night and weekend duty in rotation with 3 other professional staff. **Entry-level** candidates encouraged to apply. *QUALIFICATIONS:* ALA-accredited master's degree; Dialog and BRS searching experience or coursework; subject strength in social sciences preferred. Faculty rank; 2-year contract; tenure-track position. Minimum salary $21,500. TIAA/CREF and medical benefits provided. Send: 1) resume; 2) library school transcript; and 3) 3 letters of reference as soon as possible to: **Personnel Office, Antioch College, Yellow Springs, OH 45387-1694.**

Research support services librarians, 2 positions available. The ASU West Campus Library seeks applications from opportunity-seeking, dynamic, energetic, and creative librarians to join a department of 4.5 librarians and 5 paraprofessionals. *RESPONSIBILITIES:* Reference and research support, including an innovative partnership with paraprofessional information providers, individual consultation with students and faculty on research projects, and delivery of online services; bibliographic instruction in assigned subject areas; collection development in specific disciplines with emphasis on a strong liaison role with the faculty; and participation in program development and planning. *MINIMUM QUALIFICATIONS FOR BOTH POSITIONS:* An ALA-accredited MLS; post-MLS experience in a research library setting, providing reference, online searches, and bibliographic instruction; experience in selection of materials and developing library collections; excellent interpersonal skills; the ability to market and promote library services in a new environment; evidence of creativity and initiative in professional practices. *PREFERRED QUALIFICATIONS FOR BOTH POSITIONS:* Subject expertise, demonstrated by substantial reference or collection development experience and/or degree in one of the following: fine arts, English, interdisciplinary humanities, business, sociology, communication, environmental or biological/biomedical sciences. For appointment as Associate Librarian, salary $27,500 minimum. Must meet minimum qualifications listed above and have 5 or more yrs.' post-MLS experience; demonstrate a substantial record of service and contributions to librarianship and/or an applicable academic discipline. For appointment as Assistant Librarian, salary $20,000 minimum. Must meet the minimum qualifications listed above. *ABOUT ASU WEST:* The West Campus is a newly founded and rapidly growing upper-division branch campus with exceptional faculty and students, an elegant new library building, a program emphasis on quality services tailored to institutional and client needs, collection building coordinated with curriculum building, intensive use of electronic information technology, and partnership with faculty in the academic mission. An online catalog provides access to both West Campus resources and the collections of ASU in Tempe. Over 400 junior-, senior-, and graduate-level courses are presently offered. ASU West Campus has a projected enrollment of 10,000 students when completed. The Fletcher Library building contains 97,000 sq. ft. and has an acquisitions budget of $1.4 million in FY 1989. ***TO APPLY:* A letter of application, addressing specific qualifications as they relate to the responsibilities described, a current resume, and the names, addresses, and telephone numbers of 4 references must be postmarked by Nov. 1** and sent to: Carol Burroughs, Head, Information and Research Support Services, **Fletcher Library, ASU West Campus, POB 37100, Phoenix, AZ 85069-7100; 602-543-8504.**

Science reference librarian, a full-time, 12-mo., tenure-track position available immediately. *RESPONSIBLE FOR* general reference in the Science Library, currently a collection of 230,000 volumes; collection development in mathematics, computer science; the physical, biomedical, biological, or earth sciences; supervises an area of public or technical services operations in the Science Library and appropriate paraprofessional staff; conducts online literature searches on the NLM, Dialog, and STN International systems; presents bibliographic instruction sessions; assists in planning a major move to a new $13.9 million science library, scheduled to be completed in the summer of 1989; helps develop and implement programs for new reference equipment and services, such as CD-ROM and end-user searching. *REQUIRES* ALA-accredited MLS; strong interpersonal and communication skills; strong subject competence (coursework or experience) relevant to the scope of the Science Libraries (organic chemistry, mathematics, computer science, or geology coursework especially useful). Prefer successful reference, collection development, and/or supervisory experience in a special library or a large academic library; training or experience with online literature searching, especially NLM, STN International, and Dialog; experience with microcomputer hard-

ware and software and their application to reference services; demonstrated initiative and good organizational skills. Salary: $20,000–$25,000 depending on qualifications. Excellent benefits. **Applications must be postmarked by Sept. 30.** To apply, submit letter of application, resume, undergraduate and graduate transcripts, and names of 3 references to: Sandra Gilliland, **University of Kansas Libraries, Lawrence, KS 66045-2800.** An AA, EEO employer.

Sciences and technology librarian (emphasis in veterinary medicine and animal science). Search reopened. Tenure-track, 12-mo., faculty appointment. Responsible for collection development, including management of assigned materials funds; liaison to faculty and students; database searching; and library instruction in the areas of veterinary medicine and animal science and other subjects as assigned. Policymaking responsibility for the Veterinary Teaching Hospital Branch Library. Serves at general science reference desks as part of a team of 5 librarians and 8 staff. Reports to head of the sciences and technology department. *REQUIRES:* ALA-accredited MLS degree; knowledge of online searching techniques; demonstrated written, oral, and interpersonal communication skills; commitment to service and academic librarianship, including research. Degree in a relevant subject field is desirable. Potential for meeting the requirements for promotion in rank and granting of tenure. Salary minimum: $22,500. **Application deadline is Sept. 30.** Send letter of application, resume, evidence of degree, and names, addresses, and telephone numbers of 3 references to: Ruth Ludwig, **Colorado State University Libraries,106 Morgan Library, Fort Collins, CO 80523.**

Social sciences and humanities librarian. Tenure-track, 12-mo. appointment. Responsible for collection development, faculty and student liaison, database searching, and library instruction in the social sciences. Serves at general reference desk as part of a team of 8 librarians and 3 staff. Reports to head of social sciences and humanities department. *REQUIRES* ALA-accredited MLS degree; knowledge of online searching; demonstrated written, oral, and interpersonal communication skills; commitment to service and academic librarianship, including research and publication. Degree or knowledge of a subject area in the social sciences. Potential for meeting requirements for tenure and advancement in rank. Salary minimum $22,000. **Application deadline is Sept. 30.** Send letter of application, resume, evidence of degree, and names, addresses, and telephone numbers of 3 references to: Ruth Ludwig, **Colorado State University Libraries, 106 Morgan Library, Fort Collins, CO 80523.**

Social sciences bibliographer. The Stanford University Libraries seek a social sciences bibliographer responsible for providing support for research programs in economics, psychology, sociology, and related interdisciplinary fields. *RESPONSIBILITIES INCLUDE:* Conventional book selection in subject fields; some scheduled general reference; advanced consultation and liaison with faculty and graduate students in subject areas, including MRDFs and online resources. *QUALIFICATIONS:* MLS or equivalent; graduate training in social sciences; analytical and communication skills; knowledge of Western European language(s) preferred; experience in academic library and teaching or instruction desirable; knowledge of MRDFs and data analysis desirable. Assistant ($27,000–$37,200) or Associate Librarian ($29,700–$41,400) depending on experience and qualifications. **Send letter of application, resume, and names and addresses of 3 professional references by Oct. 15** to: Irene Yeh, Assistant Library Personnel Officer, **Stanford University Libraries, Stanford, CA 94305-6004.** Cite #328-AL on all correspondence. EEO, AAE.

Reference Librarian
Mabel Smith Douglass Library

Responsible for public service participation including: reference; database searching; related library instruction; collection development in humanities. Serves as liaison to universitywide Standing Committee on Collection Development.

QUALIFICATIONS: MLS from accredited library school; liberal arts background preferred; 3 yrs.' academic library experience including reference and collection development required. Microcomputer experience desirable.

SALARY: Negotiable, dependent upon experience and qualifications; minimum $29,974 for Librarian III appointment. Excellent benefits.

Submit resume and 3 sources for current references no later than Oct. 15 to: **Sandra Troy (APP 139), Library Personnel Officer, Rutgers University, 169 College Ave., New Brunswick, NJ 08903.**

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS
Equal-opportunity, affirmative-action employer

Social sciences librarian (tenure-track position). Idaho State University seeks a librarian with excellent communication skills to act as faculty liaison and supervise collection development in the social sciences. Assist with database searching and participate in reference desk assignments, including some evenings and weekends. *REQUIRED:* MLS from an ALA-accredited library school, and an undergraduate degree in business or a social science field. Faculty-equivalent status, 12-mo. appointment. Available Jan. 3, 1989. Salary: $20,000/year. Generous vacation and benefits. The Oboler Library is a modern, spacious facility in a small college town close to scenic and recreational areas. **Application deadline: Oct. 1.** Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Charles Perry, Public Services Director, **Eli M. Oboler Library, Idaho State University, POB 8089, Pocatello, ID 83209-0009.** ISU is an equal-opportunity, affirmative-action employer.

Social sciences reference librarian, Auburn University Library. Provides collection development, reference, and bibliographic instruction services under direction of social sciences department head. Reference experience, social sciences background, and evidence of scholarly activity desirable. $21,000–$28,000 or higher, appointment as Librarian II (Assistant Professor) or Librarian III (Associate Professor). Auburn is a land-grant university, with 19,500 enrollment and collection of 1.5 million volumes. Staff is completing major automation project (NOTIS) and is beginning 200,000-sq.-ft. building addition. ALA-accredited MLS and strong academic and communication skills required. Appointment for 12 mos., faculty status but not professorial titles, eligibility for tenure; participation in state teachers' retirement (mandatory), TIAA/CREF (optional); health, life insurance, and disability benefits; sick leave, 20 days' vacation. **The application review process for position will begin Sept. 15.** Applications should include resume, transcripts, and 3 reference letters specific to position. Inquire regarding application information. Apply to: Yvonne Kozlowski, Chair, Social Sciences Reference Librarian Search Committee, **Ralph Brown Draughon Library, Auburn University, Auburn University, AL 36849-5606.** Auburn University is an equal-opportunity employer. Women and minorities are encouraged to apply.

Systems librarian. Plan, develop, and implement all library systems operations; supervise training programs; participate in selection of a vendor for a 2nd-generation system; administer integrated library system; work closely with law school computer staff; develop microcomputer applications for library functions. ALA-accredited MLS; one yr.'s experience with systems analysis for an integrated library system; microcomputer experience; knowledge of the MARC formats; experience with at least one high-level programming language; experience with preparation of documentation and training. Salary range: $19,203–$31,526. Send resume to: Barbara Gontrum, Director, **Marshall Law Library, University of Maryland School of Law, 20 N. Paca St., Baltimore, MD 21201.**

Technical services librarian. Current and retrospective cataloging and classification of audiovisual materials and sound recordings using OCLC, some monograph cataloging, and assisting in card catalog and LCS database maintenance. Additionally, responsible for OCLC/ILL, participates with librarians in providing information and instruction services, and collection development and faculty liaison activities. Requires MA degree in library science. Also requires one yr.'s experience in the job to be performed or one yr.'s experience as a catalog librarian or assistant catalog librarian. Experience to include use of: current cataloging and classification in an academic library, using OCLC and Dewey Decimal Classification system; OCLC audiovisual, sound recording, monograph, and serials formats; LCS bibliographic database structure and Superwylbur text-editing system used for maintenance. Hrs.: 8:30 am–6:30 pm. Days worked: Monday–Thursday. 40 hrs. per wk. at $24,555 per year salary. Must provide resume. Must also provide one work reference. Please send resume to: **Illinois Department of Employment Security, 401 S. State St.–3 South, Chicago, IL 60605; Attention: Marie Ninneman,** Reference #8198-N. An employer-paid ad.

Technical services librarian. Hope College, a 4-yr. liberal arts college affiliated with the Reformed Church in America, seeks an experienced technical services librarian who will have significant responsibilities in cataloging. This person reports to the director of libraries and is responsible for coordinating the work of one part-time librarian, 3 paraprofessionals, and one clerk in cataloging, acquisitions, serials control, catalog maintenance, and material processing and preservation. The technical services librarian will play a key role in the implementation of an integrated online system within the next year. He or she is also responsible for training and policy development in all areas of technical services. *REQUIRED:* An MLS from a program accredited by ALA; cataloging experience using OCLC or another bibliographic utility; knowledge of AACR2, LCSH, and LC classification. Ability to exercise leadership, plan and execute projects involving other staff, and keep abreast of current professional and technological developments. *Desirable:* Experience in original cataloging using a variety of MARC formats, and knowledge of one foreign language. A 2nd graduate degree is also desirable. A person with experience cataloging serials and music materials will receive favorable consideration. 12-mo. faculty contract, liberal benefits. Salary range $24,000–$28,000, depending on qualifications. Available immediately. Hope College, located 5 miles from Lake Michigan, enrolls about 2,700 students and has a library collection of 260,000 volumes housed in an attractive new building. Applications will be accepted until the position is filled. Send letter of application, resume, and 3 letters of reference to: David P. Jensen, Director of Libraries, **Van Wylen Library, Hope College, Holland, MI 49423.** Hope College is an equal-opportunity employer.

2 positions, Kansas State University Libraries. 1) **Chair, cataloging department.** The department of 20 staff members catalogs via OCLC 40,000+ new print volumes and 50,000+ nonbook items annually for the main library and its 4 branches. The department provides bibliographic maintenance and authority control in the card catalogs and the current online information system (LS/2). We are seeking an individual who can interact effectively with peers, administrators, and with a group of well-trained subordinates in the management of this large department. We need a person who can build on the firm basis of already-established cataloging procedures, providing evolutionary leadership in this exciting time of transition to a recently funded 2nd-generation automated system including an online catalog. Reports to the associate dean for collection and technical services; serves on librarywide teams and the Library Planning Council. Salary: $30,000 minimum. *REQUIRED:* 5 yrs.' academic library technical services experience with at least 2 yrs.' cataloging and 2 yrs.' supervisory experience; knowledge of AACR, LC classification, LCSH; familiarity with an automated bibliographic utility. *Preferred:* Experience with an integrated online library system. 2) **Preservation/assistant collection development librarian.** Reports to chair, collection quality enhancement. *RESPONSIBILITIES INCLUDE* managing preservation, book repair, and disaster response operations and assisting with collection development activities including approval plans, liaison to university departments, policy revision, collection evaluation, and gifts. Salary: $22,000 minimum. *REQUIRED:* Experience with or education in principles and techniques of preservation; knowledge of bibliographic activities, research, and publication pertinent to academic institutions. *Preferred:* 2 yrs.' related professional experience; 2nd master's degree. *REQUIRED FOR BOTH POSITIONS:* ALA-accredited MLS; strong communication and interpersonal skills; demonstrated managerial/supervisory ability. *Preferred for both:* Microcomputer competency. Salaries are for 12-mo. appointments and are negotiable depending on qualifications and experience. Librarians at KSU have academic rank and are eligible for tenure, sabbatical leaves, and research support. Vacation of 22 working days. Choice of retirement and medical plans. Kansas State University is a land-grant institution with an enrollment of over 18,000 students and a materials budget of over $2 million. KSU is located in Manhattan, a community of 45,000 in the rolling Flint Hills. **Deadline for applications is Oct. 15.** Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Charlene Grass, Associate Dean, **Kansas State University Libraries, Manhattan, KS 66506.** KSU is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

2 positions, Michel Orradre Library, Santa Clara University. 1) **Assistant university librarian for access services.** Manages division responsible for following operations: cataloging, end processing, circulation, course reserve, stack maintenance, periodicals, and microforms. Directly supervises 3 nonexempt and academic staff; has general supervisory responsibility for 11 (10.5 FTE) staff plus student assistants. Serves as member of library's "management team." May have responsibility for limited reference and/or collection development, depending upon background and experience. *REQUIRED:* MLS or equivalent degree from ALA-accredited program; minimum 5 yrs.' professional library experience; at least 3 yrs.' experience as supervisor, manager, or unit head in library or other information services environment; prior experience with automated systems; excellent communication skills; ability to motivate staff; commitment to staff development; well-developed planning and organizational skills. *PREFERRED:* Experience in an academic library; knowledge of OCLC. *DESIRABLE:* Prior experience in reference and/or collection development; knowledge of at least one modern foreign language. Initial appointment at rank of Associate Librarian.

Serials Cataloger

(Tenure-track position)

The University of Louisville, Kentucky's major state-affiliated urban institution, is located in a city with excellent cultural opportunities and a revitalized downtown area. The University Libraries' system consists of 6 libraries, including the University Archives, on 2 campuses with approximately 1 million volumes and 40 faculty and 90 full-time staff. The libraries are experiencing significant change and growth, including the integration of library functions into NOTIS.

RESPONSIBILITIES: Under supervision of principal cataloger, performs original cataloging and edits OCLC member-input copy of serials in all subjects and MARC formats; establishes name and series authority records; performs retrospective conversion of serial titles; creates holdings records online using MARC holdings format.

QUALIFICATIONS required: ALA-accredited MLS; knowledge of AACR2, LC classification and subject headings, and MARC formats; familiarity with a bibliographic utility; reading knowledge of one or more modern European languages; ability to meet criteria for promotion and tenure; good communication and interpersonal skills. *Desirable:* Professional or paraprofessional cataloging experience with an automated system, such as NOTIS; familiarity with LC cataloging practices and rule interpretations.

BENEFITS: Excellent fringe benefits including 22 working days' leave per year, usual holidays, life and health insurance options, retirement plans, tuition remission.

SALARY: $18,000.

SCREENING OF APPLICATIONS WILL BEGIN: **Oct. 3.**

Send letter of application, current vita, and the names, addresses, and phone numbers of 3 references to: **Tyler Goldberg, Chair, Serials Cataloger Search Committee, Ekstrom Library, University of Louisville, Louisville, KY 40292.**

The University of Louisville is an EEO, AA employer.

University Librarian

University of Minnesota/Twin Cities

Applications and nominations are invited for the position of university librarian and director of University Libraries, Twin Cities campus, of the University of Minnesota. The University Libraries include 4 major libraries in all subjects exclusive of law. In addition to several world-renowned special collections and archives, the University Libraries have extensive holdings of maps, microforms, and government publications. The University Libraries have an important regional role and rank first nationally in the number of volumes lent via its interlibrary loan services. Total staff of 465 includes 112 librarians with Academic Professional rank, serving a student body of 45,000. The university's internal plan targets the University Libraries for a $5 million increase in its base budget and gives its capital request a high priority.

The university librarian is the chief administrative and academic officer of the University Libraries, reports directly to the provost and vice president for academic affairs, and is a member of the Deans' Council. The university librarian has primary responsibility for budget and planning, fundraising, collection management, library automation, public services, personnel resources, and fostering cooperative efforts at all levels. The university librarian acts as official representative and advocate for the University Libraries to its internal and external constituencies.

Candidates must possess, at minimum: a master's degree; at least 5 yrs.' management experience at the campus, college, or departmental level in a research library or academic institution; and an understanding of research, scholarly communication, and the application of information technologies. Preference will be given to candidates who meet the following qualifications:

- an ability to communicate the University Libraries' central position in the instructional, research, and service missions of the university;
- knowledge of the major trends and problems affecting research libraries with a capacity to envision and implement creative solutions;
- strong management and leadership skills in a collegial environment;
- record of achievement in affirmative action and equal opportunity;
- success in managing major projects, e.g., fundraising, automation, design and construction of new facilities, preservation of research materials; and
- scholarly achievement in librarianship or another discipline.

The position is available July 1, 1989. This is a full-time, limited-term appointment, subject to a continuous academic appointment in a relevant department, dependent upon qualifications of the candidate. Salary is commensurate with the candidate's qualifications and experience; minimum of $70,000.

Applications must be postmarked no later than Oct. 15. Applications consisting of a statement of interest in the position, accompanied by a curriculum vitae, and the names and addresses of 4 references, should be sent to:

John Fraser Hart, Chair
Search Committee for University Librarian
Office of Academic Affairs
University of Minnesota
217 Morrill Hall
100 Church St. S.E.
Minneapolis, MN 55455

The University of Minnesota is an equal-opportunity educator and employer and specifically invites and encourages applications from women and minorities.

ASSOCIATION

Manager, Automated and Technical Services

The American Hospital Association (AHA) Resource Center seeks an individual for this newly defined position. This individual will be responsible for planning and coordinating divisionwide automation activities leading to a long-range goal of an automated, integrated library system. Will direct the development and organization of the nation's foremost collection in hospital and health services administration, including monographic, serial, and nonprint formats.

The successful candidate will possess a master's degree from an ALA-accredited school or another relevant graduate degree, along with 5–7 yrs.' experience in the library or information management field, and demonstrated managerial experience, preferably in a business-oriented setting. Must have a working knowledge of library automation (OCLC preferred) and of collection development and organization. Strong planning, interpersonal, written and verbal communications, and negotiation skills essential.

The AHA Resource Center offers a challenging professional environment in a national setting. Starting salary mid to upper $30s, commensurate with experience. Excellent benefits, including 401(k) savings plan. Interested candidates, please submit letter of application, resume, and names of 3 references to: **Cal Gilbert, Division of Employee Resources, American Hospital Association, 840 N. Lake Shore Dr., Chicago, IL 60611.**

An affirmative-action, equal-opportunity employer, M/F/H

1988–89 salary range approximately $28,000–$40,000. **Application deadline: Oct. 31.** 2) **Head, acquisitions section.** Manages operations of acquisitions section; supervises 5 FTE nonexempt staff; oversees firm orders, serial subscriptions, domestic approval plans, out-of-print orders, and gift processing; serves as primary liaison with university's business office concerning acquisitions budget of approximately $1 million; coordinates acquisitions procedures with bibliographers. *REQUIRED:* MLS or equivalent degree from ALA-accredited program; at least 2–3 yrs.' relevant professional experience; prior experience as supervisor or manager; strong interpersonal and communication skills; experience with automated systems; and extensive familiarity with the book trade. *DESIRABLE:* Experience with OCLC; collection development experience; and knowledge of at least one modern foreign language. Initial appointment at Senior Assistant or Associate Librarian rank, depending upon qualifications. 1988–89 salary range approximately $25,000–$40,000. **Application deadline: Oct. 15.** To apply for either position, send letter of application, complete resume, and names of at least 3 professional references to: Elizabeth M. Salzer, University Librarian, **Michel Orradre Library, Santa Clara University, Santa Clara, CA 95053.** Santa Clara is an AA, EO employer.

2 positions, reference. *RESPONSIBILITIES:* Provides general reference desk service including evening and weekend hrs.; participates in bibliographic instruction, database searching, and collection development. *QUALIFICATIONS:* Master's degree from an ALA-accredited library school required; knowledge of database searching and other online systems desirable. A 2nd subject master's is required for tenure. Faculty rank dependent upon qualifications and degrees at time of appointment. Salary: $18,500 minimum. Position available: immediately. Review of applications began in September and will continue until position is filled. Send letter of application, resume, and names of 3 references to: Coy L. Harmon, Dean of Libraries, **Waterfield Library, Murray State University, Murray, KY 42071.** Murray State University is an equal-opportunity, affirmative-action employer. Applications from women and minority groups are strongly encouraged.

LIBRARY EDUCATION

Assistant professor in library and information studies (Position #83083), full-time, tenure-track, School of Library and Information Studies, University of Hawaii at Manoa, to begin Jan. 1, 1989, or Aug. 1, 1989. *DUTIES:* Teach graduate-level courses in at least 3 of the following: library management, information sources and systems in social science or information sources and systems in humanities, methods in bibliographic instruction, development of library resources, information environments. Expected to conduct relevant research and carry out other faculty responsibilities. *MINIMUM QUALIFICATIONS:* PhD or ABD. 2 yrs.' teaching experience in the field of library and information studies and work experience in a library. *Desirable qualifications:* PhD degree in library and information science or closely related field; publication record and proven interest in research. *9-MO. SALARY RANGE:* $23,928–$28,000. Summer teaching available. **Closing date: Nov. 1.** Send letter of application with 3 letters of reference to: Carol Truett, Chair, Faculty Personnel Committee, **School of Library and Information Studies, 2550 The Mall, University of Hawaii at Manoa, Honolulu, HI 96822.**

Cataloging and subject analysis. The UCLA Graduate School of Library and Information Science is seeking to make a permanent **entry-level** appointment in the area of cataloging and subject analysis. The individual would also have the opportunity to teach in other areas of his or her expertise. Applications are desired from candidates with a doctorate, or who are about to receive one, with demonstrated experience or strong potential in teaching, with interest and competence in theoretical and empirical research, and with the knowledge of professional practice. Rank and salary will depend upon record of experience and competence with the following established range: Assistant Professor, $31,500–$33,900 on a 9-mo., academic-yr. basis. The date of appointment will be arranged between the candidate and the GSLIS. **Applications close Jan. 30, 1989.** Inquire and send resume with a list of references to: Robert M. Hayes, Dean, **Graduate School of Library and Information Science, University of California, Los Angeles, CA 90024.**

Faculty tenure-track position. Candidates should have a background in general principles of organization of knowledge (knowledge representation, conceptual modeling, classification theory) and should be able to develop this perspective in research and teaching in one or more of the following areas in the master's and doctoral programs: bibliographic control (including cataloging, indexing, and abstracting) and bibliographic and nonbibliographic databases and networks; design and evaluation of information systems, including knowledge-based systems; database management and administration. A background in linguistics is also helpful. We are looking for candidates who can help us develop our program to reflect the future needs and trends of the profession. Candidates have the opportunity to work with the University of Maryland Institute for Advanced Computer Studies. *RANK AND SALARY:* Dependent upon qualifications and experience. 9.5-mo. appointment with the opportunity for summer teaching. Minimum starting salary: $28,500. Appointment date: Spring 1989. **Application deadline is Nov. 1,** or until appropriate candidates have been identified. Inquiries and applications should be sent to: Chair, Faculty Search Committee, **College of Library and Information Services, University of Maryland, College Park, MD 20742; 301-454-5441.** The University of Maryland is an affirmative-action and equal-opportunity employer.

MEDICAL LIBRARY

Collection management librarian (health sciences), Virginia Commonwealth University. See full job listing under Academic Library, p. 680.

Medical reference librarian. The Oral Roberts University Health Sciences Library is seeking a full-time medical reference librarian. *RESPONSIBILITIES INCLUDE* traditional reference duties, online searching, training of end users, coordination of circulation and interlibrary loan services, and participation in collection development. Candidate must have good oral and written communication skills and a strong public service commitment. ALA-accredited MLS required. Other preferred qualifications include MLA certification, academic medical library experience, online database searching experience, and working knowledge of microcomputers. Academic appointment and salary ($20,000 minimum) commensurate with experience and education. Qualified applicants, send resume to: Charles Bottoms, Assistant Dean for Medical Informatics, **Oral Roberts University, School of Medicine, 52C, 8181 S. Lewis, Tulsa, OK 74137.**

Reference/bibliographic instruction librarian. The University of Arkansas for Medical Sciences Library serves colleges of medicine, pharmacy, nursing, and health-related professions and the graduate school; has a collection of over 150,000 volumes; and is in the process of installing an integrated online library system. Reference services include: an information desk, bibliographic instruction with current emphasis on end-user online search training, and mediated online search services. The position reports to the head, reference division. *RESPONSIBILITIES INLCUDE:* General reference duties such as online searching, information desk duties, and participation in reference collection development, and consultation with individual patrons; specialized responsibilities include coordination of information desk services and coordination of extension services. Some evening and weekend hours may be required. *POSITION REQUIREMENTS:* 1) ALA-accredited MLS, 2) 4 yrs.' professional reference experience preferably in an academic health science library, 3) MLA certification within 2 years, 4) MEDLARS, BRS, and Dialog search experience. Preference will be given to applicants having: 1) good communication skills, 2) supervisory skills or experience, 3) working knowledge of microcomputers, 4) experience in adult education, 5) experience with automated library systems. This is a 12-mo. academic position. Minimum salary is $22,000. Benefits include 22 vacation days, life insurance, partially paid medical and dental insurance, tuition support. TIAA/CREF or state retirement plan. Send letter of application, resume, and names, addresses, and phone numbers of 3 professional references to: Sally G. Kasalko, Head, Reference Division, **University of Arkansas for Medical Sciences Library, Slot 586, 4301 W. Markham, Little Rock, AR 72205-7186.**

Reference librarian. The Children's Memorial Hospital Medical Library is seeking a reference librarian. *RESPONSIBILITIES INCLUDE* providing reference service, online computer searching, OCLC cataloging, and participating in hospital and nursing orientation. An MLS from an ALA-accredited school is required. Minimum salary $19,365. Send resume and the names of 3 references to: Meg Ward, Director, Library and AV Services, **Children's Memorial Hospital, 2300 Children's Plaza, Chicago, IL 60614.**

Reference librarian. The University of Arkansas for Medical Sciences Library serves colleges of medicine, pharmacy, nursing and health-related professions, and the graduate school; has a collection of over 150,000 volumes; and is in the process of installing an integrated online library system. Reference services include: an information desk, bibliographic instruction with current emphasis on end-user online search training, and mediated online search services. The position reports to the head of the reference division. *DUTIES INCLUDE:* General reference, online searching, bibliographic instruction, reference collection development, consultation with individual patrons. Some evening and weekend hrs. may be required. *REQUIREMENTS:* 1) ALA-accredited MLS; 2) one or more yrs.' professional reference experience; 3) MLA certification within 2 yrs. Preferences: 1) MEDLARS, BRS, Dialog search experience; 2) good communications skills; 3) microcomputer expertise. This is a 12-mo. academic position. Minimum salary is $20,000. Benefits: 22 days' vacation, life and partial medical/dental insurance, tuition support, TIAA/CREF or state retirement. **Deadline for applications is Sept. 30.** Send letter of application, resume, and 3 references to: Sally G. Kasalko, Head, Reference Division, **University of Arkansas for Medical Sciences Library, Slot 586, 4301 W. Markham, Little Rock, AR 72205-7186.**

MUSIC LIBRARY

Technical services librarian. Manages the processing of music books, scores, and serials. Serves as principal cataloger and catalogs books, scores, and serials. Oversees the book, score, and serials bibliographic files. Provides reference service for 5 hrs. a week. *QUALIFICATIONS:* Master's degree from an ALA-accredited library school; strong music background, MM preferred; 2 yrs.' music cataloging experience; familiarity with automated cataloging systems; knowledge of RLIN or OCLC cataloging procedures; demonstrated managerial abilities; working knowledge of at least 2 foreign languages, including German; effective communications skills. *SALARY RANGE:* $23,000–$28,000. **Applications received by Oct. 15 will be considered.** Send letter of application and resume, including names of 3 references, to: Debra Domanico, Personnel Manager, **Northwestern University Library, Evanston, IL 60208.** AA, EEO.

NETWORK

Network administrator. CEO for Old Colony Library Network, a 21 public library consortium in Boston area. Responsibilities include personnel, financial administration, operation of central site. The administrator reports to an executive board. Applicants must have demonstrated administrative ability and knowledge of current library automation and database management. Familiarity with public libraries, UNIX, and MARC format desirable. Minimum salary: $30,000 plus benefits. **Deadline for applying: Sept. 30.** Send resume and application to: Anne H. Petterson, Director, **Stoughton Public Library, 84 Park St., Stoughton, MA 02072.**

PUBLIC LIBRARY

Administrative librarian (children's services). The City of Sunnyvale (located 40 miles south of San Francisco) is seeking a person with a strong public service orientation and proven planning and follow-through skills to manage the operation of the children's services division of the city's sophisticated library. Salary: $38,710–$47,150. *QUALIFICATIONS:* Any combination of education and experience equivalent to completion of graduate school and 4 yrs.' professional library experience which demonstrates administrative and supervisory skills. Persons with experience in children's services and/or public speaking are desired. **Apply by 5 pm, Sept. 28,** to: **City of Sunnyvale, Department of Human Resources, 456 W. Olive, Sunnyvale, CA 94086-3707; 408-730-7490.**

Adult services librarian. Experience in public service and staff supervision essential. Adult programming and public relations experience desired. ALA-MLS required. Minimum salary $18,500 with excellent benefits. Submit resume, credentials, and 3 references to: Kay Weiss, Director, **Burlington Public Library, 501 N. 4th, Burlington, IA 52601.** AA, EOE employer.

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. *RESPONSIBILITIES INCLUDE:* Personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Salary negotiable from $23,244. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Assistant librarian for a community of 20,000. MLS or student nearing completion. 35 hrs. per week, some evenings and Saturdays. Low to mid-$20s including health insurance stipend. Immediate opening. **All responses by Sept. 30.** Resume to: Director, **Jefferson Township Public Library, Weldon Rd., Oak Ridge, NJ 07438; 201-697-6363.**

Audiovisual librarian. ALA-MLS, AV experience required, knowledge of music desirable. Supervises staff of 2 full-time, 5 part-time employees; helps to develop audiovisual policies and procedures; selects AV materials; provides AV reference assistance; prepares monthly and annual reports; revises and updates printed lists and catalogs. Generous AV budget allows ample collection growth and diversification. Beginning salary: $19,647. Send resume and references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Branch librarian. MLS/Indiana Librarian III Certification required. Supervisory, programming, and publicity experience preferred. Must have good communication, organizational, and people skills. Salary range $17,000–$23,000. Position open Sept. 15. Send re-

MUSIC LIBRARY

Music Cataloger
Dwight D. Anderson Music Library

The University of Louisville, Kentucky's major state-assisted urban university, has 21,000 students and is located in a city rich in history and culture. Louisville has a full and dynamic musical life including the nationally known Louisville Orchestra, the Kentucky Opera, the Chamber Music Society, the Louisville Bach Society, and the Louisville Ballet. The Grawemeyer Award, made each year for contemporary music composition, attracts internationally known composers. The university's library system consists of 6 libraries, employs 40 faculty and 90 full-time staff, contains approximately 1 million volumes, supports an acquisitions budget of $2 million, and adds 30,000 volumes annually. The libraries are members of SOLINET and are currently implementing the NOTIS system.

RESPONSIBILITIES: Reports to the head of the Music Library, is a member of the University Libraries faculty, and will be expected to meet criteria for promotion and tenure. Plans and directs the cataloging department activities of the Music Library. Performs original and copy cataloging of scores, sound recordings, and other formats. Supervises one staff position and student assistants. Coordinates cataloging activities with 2 other campus processing units, particularly with regard to NOTIS. Participates in collection development and reference service.

QUALIFICATIONS: ALA-accredited MLS; 2 yrs.' experience cataloging music using AACR2 and OCLC or other bibliographic utility; subject competence as evidenced by music degree or equivalent training or experience; reading knowledge of one or more modern European languages, German preferred; ability to meet criteria for promotion and tenure; strong interpersonal and communication skills; ability to work constructively with colleagues, to function well in a changing environment, and to work effectively within a multilibrary system; previous supervisory experience and experience with an integrated online system, such as NOTIS, desired.

BENEFITS, SALARY, AND RANK: 22 days' leave; paid life, health, and major medical coverage; choice of 3 retirement programs including TIAA/CREF; tuition remission. Assistant Professor and a minimum of $22,000 depending on experience and qualifications.

Review of applications will begin Sept. 15.

Please submit cover letter, vita, and names of 3 references to:

Melissa Laning, Chair
Search Committee, Music Cataloger
Cataloging Department
Ekstrom Library
University of Louisville
Louisville, KY 40292

An equal-opportunity, affirmative-action employer

sume and 3 references to: Cathy Salyers, **Jasper County Public Library, 301 N. Van Rensselaer, Rensselaer, IN 47978.**

Branch librarian to open brand-new, 9,000-sq.-ft. branch library in active, growing, family-oriented community. Seeking a manager who enjoys the diversity of programming, staff training, materials selection and community involvement. ALA-accredited MLS and public library experience required. Hiring range, $20,000–$22,000 plus attractive benefits. **Submit resume and the names of 3 references by Sept. 23** to: David Macksam, Assistant Director, **Central Ark. Lib. System, 700 Louisiana St., Little Rock, AR 72201.**

FILLED

Children's librarian, head of children's department. Supervise small staff. Responsible for all departmental programs and processes. *QUALIFICATIONS:* MLS or significant coursework towards MLS from an ALA-accredited program. Salary $18,029–$20,936 to start. Good benefits. Open until filled. *TO APPLY:* Resume and 3 professional references to: Director, **John Curtis Free Library, 534 Hanover St., Hanover, MA 02339.**

Children's librarian. Join a dynamic team in a new, 80,000-sq.-ft. HQ library serving a county population of over 250,000. Major duties include: programming for 18-mo. through 12 yrs.; readers' advisory and reference services, collection development, etc. Traditional storytelling and puppetry desirable. Eligible for N.C. Public Library Certification. ALA-MLS. Salary $20,831. Send letter, resume, and references to: Pat Jones, **Cumberland County Personnel Office, PO Drawer 1829, Fayetteville, NC 28302.** Copy to: Gail Terwilliger, **Cumberland County Public Library & Information Center, 300 Maiden Lane, Fayetteville, NC 28301.** CCPL&IC is an equal-opportunity employer.

Children's librarian/supervisor. Heads dynamic children's department at main branch of the Natrona County Public Library. Duties include materials selection, readers' assistance, programming, staff supervision, and budget. ALA-accredited MLS with experience preferred. Salary range $16,440–$18,262, plus benefits. Position open until filled. Send resume, letter of application, and 3 professional references to: Jan Olsen, Director, **Natrona County Public Library, 307 E. 2nd, Casper, WY 82601.** AA, EOE.

Children's librarian, Timberland Regional Library, Lacey, Wash., branch. $24,045–$25,492. Service population 52,500. MLS from an ALA-accredited school; state of Wash. librarian certificate; 2 yrs.' experience as a professional children's librarian or closely related experience preferred; ability to establish and maintain effective staff and public relations. Must be able to work evenings and weekends. Wash. State driver's license. Paid medical, dental, and life insurance, Wash. State retirement system, 20 days' paid annual leave, 12 days' sick leave, 13 paid holidays a year. **Applications received by Oct. 7 considered first.** Send letter of application, resume, and names of 3 references to: Mary Ann Shaffer, **Timberland Regional Library, 415 Airdustrial Way S.W., Olympia, WA 98501-5799.** AA, EOE.

Extension coordinator. New position. Under general direction, assists the director of libraries in planning, organizing, and directing the activities of the library system, and directly supervising the outreach (bookmobile) department and 3 branch libraries located in western Rockingham County. This position requires administrative ability to assist in formulating policies and procedures, and to coordinate library activities. Acts for the director of libraries in his/her absence. Reports directly to the director of libraries. Must possess a master's degree in library science from a library school accredited by the American Library Association, and at least 5 yrs.' progressively responsible library experience after receipt of master's degree (including 2 yrs. at a supervisory level). Must be certifiable under the rules and regulations of the North Carolina Public Librarian Certification Commission. Individual should possess a comprehensive knowledge of library administrative and service practices which include: ability to carry out policies; ability to train and supervise library staff; ability to plan, lay out, and coordinate the work of others; ability to evaluate various situations and recommend appropriate actions; ability to establish and maintain effective working relations with others; considerable knowledge in the area of demand-oriented collection development; a tendency toward being an implementor rather than a delegator. Salary range: $26,312–$35,828. Hiring range: $26,312–$30,030. Position available between Dec. 1, 1988, and Jan. 15, 1989. **Closing date for applications Oct. 1.** Send resume and cover letter to: Robert Ward, Director, **Rockingham County Public Library, 527 Boone Rd., Eden, NC 27288.** Rockingham County Public Library is an equal-opportunity, affirmative-action employer, M/F. Local residence is not required for employment.

General reference/information services consultant. The general reference/information services consultant manages the delivery of reference information and interlibrary loans of all types of print/microforms to over 100 member libraries. This person is responsible for collection development in support of the interlibrary loan mandate. Participates in statewide activities and uses national sources via electronic retrieval. Provides consulting services to member librarians for reference services and collection development. Trains, evaluates, and supervises 8 staff members. Participates in continuing education activities. Dynamic opportunity for self-starter with good interpersonal skills. Proven speaking and writing ability. MLS from ALA-accredited school, 5 yrs.' recent experience as a reference head in large public library. Must have valid driver's license and like to travel. Needs to relocate to Rockford area. Excellent benefits. Salary $25,730–$37,235 depending on qualifications. Send resume and 3 work references to: Sharon Loe, Assistant Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Head, adult circulation department, in a medium-sized public library. Annual adult circulation of 200,000. 2–4 yrs.' public library experience with ALA-MLS degree required. Service-oriented person with supervisory and communication skills, and knowledge and interest in automation desired. Beginning salary $22,900 with step increases to $30,200, plus benefits. Position open. Send application and resume to: Mildred K. Smock, Director, **Free Public Library, 200 Pearl St., Council Bluffs, IA 51503.**

Head librarian: Winfield, Kans. Will move to 17,000-sq.-ft. building next summer. 36,000 volumes with $230,000 1989 budget. Population 12,000. 40 miles from Wichita. Supervise 4.5 FTE staff and 2 volunteer and government program FTE workers. ALA-MLS or equivalent, 2 yrs.' professional library experience, and supervisory responsibility required. Grant writing and fundraising experience preferred. $20,000–$24,000 salary, 20 days' paid vacation, 6 paid holidays, state retirement system, paid family medical and dental plans provided. **Send resume and names, addresses, and phone numbers of 3 references, plus academic transcripts, by Sept. 15** to: Personnel Committee, **Winfield Public Library, 1001 Millington, Winfield, KS 67156.**

Head of information services for urban public library system located in a growing Sunbelt area. Manage main library reference service including local history, genealogy, government documents, and newspaper and periodical collections. Plan collection development and services utilizing $65,000+ budget. Supervise a staff of 5. Provide staff development and guidance to 6 branch libraries. Accredited MLS, 3–5 yrs.' increasingly responsible public library experience required. Salary $25,000 plus attractive fringe benefits. **Submit resume by Sept. 30** to: David W. Macksam, Assistant Director, **Central Arkansas Library System, 700 Louisiana St., Little Rock, AR 72201.**

Head, technical services/automation department. Responsibilities include recommending policy, overseeing procedures, and directing the 4 units of the department: acquisitions, borrower services, cataloging, and materials processing; directing personnel activity of department; participating in planning and taking the lead in further library automation. *MINIMUM QUALIFICATIONS:* ALA-accredited MLS; cataloging and classification coursework; 4 yrs.' experience in a library, including experience in T.P.; 2 yrs.' supervisory or administrative experience; knowledge of automation. *Desirable qualifications:* Experience in library public service, implementing an integrated automation system, acquisitions and cataloging, and OCLC. Salary range: $29,144–$43,716. Excellent fringe benefits. Available: Dec. 1. **Apply by Sept. 23.** For job description, application, additional information, contact: **Library Office, Kalamazoo Public Library, 315 S. Rose St., Kalamazoo, MI 49007; 616-342-9837.** AA, EEO employer.

Librarian. Children's services head for a very active suburban public library with a high standard of service. MLS and at least 2 yrs.' professional experience required. Position open immediately. Salary range: $29,566–$36,722 plus an expected cost-of-living increase. Apply with resume to: Denis M. Lorenz, Director, **West Hartford Public Library, 20 S. Main St., West Hartford, CT 06107.** EO, AA employer.

Librarian, children's/YP services, needed to cover one-yr. maternity leave, with possibility of permanent appointment. MLS; N.J. state certification, civil service qualification necessary. Collection development, programming, audiovisual experience highly desirable. N.J. State Health Benefits Council program; dental and vision care plans; good working opportunities. Beginning salary range: Junior Librarian, $21,678; Senior Librarian, $24,864 depending on experience. **Resumes by Sept. 30** to: David S. Robertson, Acting Library Director, **Passaic Public Library, 195 Gregory Ave., Passaic, NJ 07055.**

Librarian, reference, adult services (2 positions). MLS; N.J. state certification, civil service qualification necessary. Automation, cataloging, audiovisual experience highly desirable. N.J. State Health Benefits Council program; dental and vision care plans; good working opportunities. Beginning salary range: Junior Librarian, $21,678; Senior Librarian, $24,864 depending on experience. **Resumes by Sept. 30** to: David S. Robertson, Acting Library Director, **Passaic Public Library, 195 Gregory Ave., Passaic, NJ 07055.**

Librarian I. Multiple branch positions with primary emphasis on service to children. MLS required. Public library experience preferred. Literacy in Spanish and previous work with children a plus. Salary: $19,806–$23,101; increase under negotiation. Excellent benefits. Union shop. City residency required within 6 mos. of hire. Resume and references to: Flora VanDyke, Coordinator of Children's Services, **New Haven Free Public Library, One Long Wharf Dr., New Haven, CT 06511.** EO, AA employer.

Librarian III, acquisitions. $30,992–$44,054. Responsible for purchasing all library materials and supplies which include budget monitoring, automation planning, staff development, contract monitoring, and serials coordination. Requires 3 yrs.' professional-level experience in library work with at least

one yr.'s experience at the Librarian II level, one yr.'s experience in acquisitions or book trade outside of library work, and one yr.'s supervisory experience. To request application, contact: **City of Phoenix, Personnel Department, 135 N. 2nd Ave., Phoenix, AZ 85003; 602-262-6277.** AA, EEO, H employer.

Library director, Newton (Kans.) Public Library. Position open spring 1989. ALA-accredited MLS required, a 2nd graduate degree preferred, 8 yrs.' administrative experience in libraries or related fields. Population 16,000, collection 70,000, budget $300,000. 10 FTE, automated circulation and online catalog, member of South Central Kansas Library System. Salary schedule range for listed qualifications $22,068–$32,427 plus health insurance, retirement benefits. **Deadline Dec. 15.** Send resume and the names of 3 references to: Search Committee, **Newton Public Library, 720 N. Oak, Newton, KS 67114.**

Library director. *QUALIFICATIONS:* Eligibility for Wis. Grade 1 Library Certification, master's degree in library science from ALA-accredited school. 5 yrs.' recent public library experience desirable, 2 yrs. of which must have included administrative, budgetary, and supervisory responsibilities. Strong business, planning, library promotional skills, and organizational skills. Platteville Public Library is the largest public library in the Southwest Wisconsin Library System with an annual budget of $142,000, collection of 45,000 volumes, and 4.5 FTE staff. Salary lower $20s. Excellent fringe benefit package. **Application deadline Sept. 16.** Send resume, transcripts, and references to: Search and Screen Committee, **c/o Platteville Public Library Board of Trustees, 65 S. Elm St., Platteville, WI 53818; 608-348-7441.** Affirmative-action, equal-opportunity employer.

Library director, Rochester Hills, Mich. A city library serving a population of 70,000 in a fast-growing, well-educated, family-oriented suburban community 25 miles north of Detroit. The library recently passed a $10.2 million bond issue for a new 72,000-sq.-ft. facility. Rochester Hills area is rich in cultural and educational resources with Oakland University; the Meadow Brook Music Festival, summer home of the Detroit Symphony; the Leader Dog School for the Blind; and nearby recreation areas. The director reports to a 6-member elected Board of Trustees. With an FY 1989 budget of $1.6 million, the library employs 43 FTE and has an annual circulation over 514,000. The director is responsible for administration of all activities including planning and evaluation, budget, personnel, automation, and public relations. The director serves as the library's primary representative in the community and must be both people- and service-oriented. The ideal candidate will possess demonstrated ability for dynamic leadership, interpersonal skills, sound judgment, management and administration, budget development, and political savvy. This position requires an ALA-accredited MLS; 10 yrs.' experience preferred with a minimum of 4 yrs.' administrative experience. Salary range $42,000–$51,000, dependent on qualifications; excellent benefits. ***TO APPLY:*** **Send letter of application, resume, and names of 3 references no later than Oct. 15** to: Search Committee, **Rochester Hills Public Library, 210 W. University Dr., Rochester, MI 48063.**

Library director, Rochester, N.H. Growing seacoast area city library with current population of approximately 25,000. Full- and part-time staff of 15. 1987–88 budget of $215,000. Requires ALA-accredited MLS with supervisory experience preferred. Salary range $22,000–$28,500 commensurate with experience, plus benefits. **Send resume and letter of application with 3 references by Oct. 1** to: Library Board of Trustees, **Rochester Public Library, Box 1270, Rochester, NH 03867.**

Outreach coordinator. Responsible for planning and coordinating all aspects of rural outreach services, including bookmobile services to communities and individual homebound patrons, and programs for elderly adults and children. Duties include scheduling, publicity, delivery of books and services via bookmobile and van, conducting programs, coordination of activities with libraries within the region and with other agencies and institutions, materials selection and rotation of stock from member libraries. Develops and evaluates new services. Supervises 2. *QUALIFICATIONS:* MLS, with experience in outreach services desired (pre-MLS experience considered valid), valid N.C. driver's license and eligibility for N.C. Public Librarian certification. Must relate well with rural public; good interpersonal and organizational skills essential. Minimum salary for specified qualifications $20,832. Applications accepted until position is filled. Send letter of application, resume, and list of references (including telephone numbers) to: Martha S. Smith, Director, **Pettigrew Regional Library, POB 906, Plymouth, NC 27962.**

Reference librarian. (Search reopened.) MLS; challenging full-time opportunity providing information services to diverse clientele. Modern facility, fully computerized, service-oriented. Salary: $325–$375 in 5 steps (position and salary currently under review for upgrade). Good benefits. **Preference to applications received before Oct. 1.** Available until position is filled. Letter, resume, and 3 references to: Joe Dionne, **Lawrence Public Library, 51 Lawrence St., Lawrence, MA 01841.** EOE.

Reference librarian. The Cumberland County Public Library & Information Center is looking for an energetic, enthusiastic, and service-oriented librarian to help staff our 80,000-sq.-foot headquarters library. Primary responsibilities will be in the state and local history room and will include public service work, indexing of local newspapers and magazines, collection development, and programming. Will also help staff the general information desk. **Experience is not required.** Salary: $20,831. MLS from an ALA-accredited library school; eligible for N.C. Public Librarian Certification. Please send resume and 3 references to: Pat Jones, **Cumberland County Personnel Office, P.O. Drawer 1829, Fayetteville, NC 28302,** with copies to: Bob DeVito, Head of Information Services, **Cumberland County Public Library and Information Center, 300 Maiden Lane, Fayetteville, NC 28301.** CCPL&IC is an equal-opportunity employer.

Supervisory librarian (head, telephone reference, correspondence, and bibliography section), Library of Congress. GS-1410–13 (4551): $39,501–$51,354. The Library of Congress is currently seeking highly motivated candidates for the head, telephone reference, correspondence, and bibliography section of the General Reading Room Division. This position administers the full range of services for the section. To qualify, candidates must have a master's degree in library science and one yr.'s professional librarian experience *equivalent* or *comparable* in difficulty to the GS-12 level in the federal government. This experience must have demonstrated a thorough knowledge of the reference tools and services of a large research library; ability to provide the public service aspects of librarianship; and knowledge of the Library of Congress bibliographic format. Qualification requirements and substitutions are stated in full in the Library of Congress Vacancy Announcement #80350. **If you have the required experience and you are interested in applying for Vacancy Announcement #80350, please submit a Standard Form 171 no later than Sept. 30** to: **Library of Congress Employment Office, Rm. LM-107, 101 Independence Ave. S.E., Washington, DC 20540.** For further information and copies of the announcement and forms, please call **202-287-5620.** The Library of Congress is an equal-opportunity employer. J53656.

ASSISTANT COUNTY LIBRARIAN

$45,156-$68,100/annually

The County of Orange seeks an individual to assist the County Librarian in planning, directing, and organizing the operations of the Orange County Public Library system and to assume these duties in her absence. Possession of a graduate degree in library science and considerable experience including at least two years in an administrative capacity in a major library system are required.

The Orange County Public Library provides library and information services to over two million residents through 27 regional and community branches and books-by-mail. The system has a combined operating/capital projects budget of approximately $25 million and is involved in an extensive building program which has seven additional branches planned. This progressive library system is fully automated and provides professional programs and services to all segments of the community.

Accepting applications through October 10, 1988. Please call (714) 834-2844 for application materials and additional information. Affirmative Action Employer M/F.

Young adult services coordinator, Librarian III, Spokane (Wash.) Public Library. Spokane Public Library is seeking a young adult services coordinator whose commitment to library services to teens through youth participation will help the system's nationally acclaimed young adult services program maintain its high standards for quality and continue to advance. Spokane Public Library's 4 branches, main library, bookmobile, and outreach services serve a city population of 171,000. FY 1988 budget $3.6 million. Spokane Public Library has received 2 John Cotton Dana Awards for Outstanding Public Relations, including one for its young adult summer reading program. The library's Young Adult Advisory Committee, volunteers ages 12–18, is nationally recognized for its work in reading and library promotion. Spokane, Wash. (*not* a suburb of Seattle), site of Expo '74, is an outdoor person's paradise with easy access to lakes and mountains, and boasts its own symphony, ballet, and several community theaters. This position requires a master's degree from an ALA-accredited program, certification from the State of Washington (may be obtained after hire), and 5 yrs.' library experience with progressively responsible management and supervisory experience, including 3 yrs.' experience in young adult services. The ideal candidate will possess excellent communication and planning skills and a genuine understanding of and fondness for young adults. Starting salary: $27,853. **Application deadline: Oct. 28.** For an application, send a cover letter and resume to: Nancy P. White, Acting Library Director, **Spokane Public Library, W. 906 Main, Spokane, WA 99201.** Spokane Public Library is an EOE, AA employer and these obligations are taken seriously.

SPECIAL LIBRARY

Director
Technical Services Division

The Center for Research Libraries, a major interlibrary cooperative serving its member research libraries with a collection designed to complement and supplement their own, seeks a director of technical services division. Qualified candidates will have a master's degree in library science or equivalent and 7 yrs.' progressively responsible related experience. Thorough knowledge of acquisitions and cataloging theory and processes as they relate to practice in a major research library. Knowledge of collection management and preservation practices in a research library environment. Demonstrated planning and management skills. Superior written and oral communication skills. We offer an excellent benefit package, including TIAA/CREF, and a salary range of $30,700–$46,000. **Applications received by Oct. 31 will be assured review,** but the search will continue until position is filled. Submit current resume, letter of application, and list of 3 references to:

Lyn Whittington
Personnel Officer
Center for Research Libraries
6050 S. Kenwood Ave.
Chicago, IL 60611
EOE, M/F

Archivist/history of medicine librarian. The Maryland State Medical Society's Library is seeking an individual to administer the history of medicine collection (includes bibliographic control, collection development, and preservation) and the society's archives. *JOB RESPONSIBILITIES INCLUDE:* assisting researchers with the collection, setting up exhibits, coordinating a catalog for sale of duplicate books from the collection. *QUALIFICATIONS:* ALA-accredited MLS with special collection or archival and reference training. Salary $18,000 minimum and includes a good benefit package. Send letter of application and resume to: Adam Szczepaniak, Library Director, **Med-Chi Library, 1211 Cathedral St., Baltimore, MD 21201.**

Executive director, the National Historical Publications and Records Commission (NHPRC), Washington, D.C. Qualified individuals are invited to submit applications for the position of executive director, salary range: $64,397–$72,500. The NHPRC promotes the creation and maintenance of American historical records by public and private entities through its grants and educational programs. Its membership includes representatives of the executive, judicial, and legislative branches of the federal government as well as professional associations. The executive director directs the commission staff of 16 in planning and administering its programs with a budget in excess of $4 million. This position is in the excepted service with full benefits. **Application deadline: Oct. 1.** Letters of application and resumes may be sent to: National Historical Publications and Records Commission Search Committee, **Office of the Archivist of the United States, National Archives and Records Administration, 7th and Pennsylvania Ave. N.W., Washington, DC 20408.**

Librarian. The National Conference of Catholic Bishops/United States Catholic Conference has an opening for an experienced librarian with an MLS. Duties will include, but not be limited to, involvement in the design and start-up of a documentary depository, a research facility, and an information resource center. Applicants should have a degree from an accredited program, and be familiar with government documents and online searching. Knowledge of the Catholic Church with a working knowledge of Latin and modern languages preferred. Competitive starting salary with an excellent fringe benefit package; salary range high $20s to low $30s. Clergy/religious applicants require prior approval from Ordinary or Superior before letter of introduction and resume can be considered. **Letters of introduction and resumes can be sent by Sept. 15** to: Manager, Human Resources, **National Conference of Catholic Bishops, United States Catholic Conference, 1312 Massachusetts Ave. N.W., Washington, DC 20005-4105.** EOE, M/F/H/V.

STATE AGENCY

Library consultant (automation). *SALARY:* $11.43 per hour; $23,780 annual equivalent. *JOB DUTIES:* Provides consultant services for the state library to help determine state library needs in the area of automation development & use; develops, evaluates, & coordinates automated resources in conjunction with state library service programs; analyzes needs for special automated services; provides technical expertise and hands-on assistance in the operation of all aspects of state library automation systems. Serves as a resource person in the areas of automated library systems, microcomputer applications in libraries, & related technological areas; serves as state library specialist working on special statewide programs of automation between the state library & other libraries. Conducts research in these areas; keeps informed about automation activities in other libraries in Ohio; maintains files relative to library technology & computer applications that may be of interest to the state library. Prepares reports. Performs related duties as required. *MINIMUM QUALIFICATIONS:* Master's degree in library science from accredited college or university & 5 yrs.' experience in library science position plus: 12 mos.' experience in management and/or administration. Extensive experience in library automation systems a definite plus. *OTHER INFORMATION:* Normal working hours 8 am–5 pm, Monday through Friday (40 hours per week). Employee, State of Ohio. 10 working days' sick leave per year. 3 days' bereavement leave for an immediate family member. 3 days' personal leave each year. May request payment of unused sick leave & personal leave in December each year. 2 weeks' vacation after one yr.'s service. 10 paid holidays per year. Excellent health care benefits available. Disability benefit program & life insurance available at no charge to employee after one year of service. Public Employees Retirement System (PERS). State employees' credit union available. This position is nonexempt per collective bargaining law and currently represented by Ohio Education Association. ***APPLICATION CLOSING DATE:*** **Sept. 15.** *CONTACT:* Wesley H. Lee, Personnel Officer, **State Library of Ohio, 65 S. Front St., Columbus, OH 43266-0334; 614-644-7061.** Equal-opportunity employer, equal-access agency.

State librarian. The Montana State Library Commission is seeking a state librarian responsible for administering the state library. Has responsibility for statewide library development and services, for coordination of library federations and federal programs and the natural resource information system, and for representing the interests of the agency on state and federal levels. Must possess professional knowledge of library skills and trends, proven management and leadership abilities; and demonstrated competency to relate in an articulate manner to staff, the library community, the state legislature, and the public. Must have a master's degree from an ALA-accredited school plus 5 yrs.' progressively responsible experience in library administration. Position is Grade 20 on the state classification system; annual salary $33,321–$43,211 plus state benefit package. **Screening will begin Sept. 30** and continue until a suitable candidate is hired. Applicants must submit State of Montana application form PD-25, letter of application, and resume, including names, addresses, and phone numbers of 5 references. Send application to: Mary Hudspeth, Chair, **Montana State Library Commission, 1407 Cabinet Ave., Libby, MT 59923; 406-293-8623 or 406-293-7781.**

VENDOR/UTILITY

Marketing representative, 2 positions available (search reopened). *RESPONSIBILITIES:* Promotion and sales for automation products and services offered by AMIGOS Bibliographic Council, Inc., in the Southwest and nationwide. Extensive client contact includes group presentations, library site visits, exhibits, telephone, and mailings. Requires ALA-accredited MLS and professional-level experience involving marketing, implementation, or use of automated library services. Demonstrated competence in OCLC, library automation systems, or bibliographic database creation/maintenance. Excellent communication skills essential. Willingness to travel. Starting salary $24,000, negotiable based on experience. Excellent benefits package, relocation assistance. AMIGOS is a 330-member network offering a wide range of computer-based products and services. Applications accepted until positions filled. Send application letter, resume, and 3 references to: Ann Armbrister, Associate Director, Marketing & Library Relations, **AMIGOS Bibliographic Council, Inc., 11300 N. Central Expressway, Suite 321, Dallas, TX 75243.** EOE.

AUTOMATION EXCHANGE

USED HARDWARE

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

September

15: *Lns. as Supervisors* prog., Lowell Hall, U. Wis.–Madison. Spons., UW-Madison/SLIS/CE Services. .8 CEUs available. Fee, $110. Info.: D. Weingand, SLIS, UW-Madison, 600 N. Park St., 53706 (608-262-6398).

16: *Improving Job Performance* prog., Lowell Hall, U. Wis.–Madison. Details: see Sept. 15.

17: *Evaluating School/Lib. Media Ctr. Facilities* prog., SCILS, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, $40. Info.: J. Varlejs, SCILS, Rutgers U., 4 Huntington St., 08903 (201-932-7169).

18-20: Assn. of Info. & Dissemination Ctrs. (ASIDIC) annual mtg., Claremont Resort Hotel, Berkeley, Calif. Fee, $170 ASIDIC mem.; $185 nonmem. Info.: ASIDIC Secretariat, POB 8105, Athens, GA 30603 (404-542-6820).

19-20: *Persnl. Management* prog., Marshfield (Wis.) Pub. Lib. Spons., U. Wis.–Madison/SLIS/CE Services. 2.2 CEUs available. Fee, $160. Info.: see Sept. 15.

20: *Hanes Lecture*, Wilson Lib., U. N.C. at Chapel Hill. Spons., U. N.C. at Chapel Hill/Wilson Lib./Rare Book Collection; Hanes Fndn. for the Study of the Origin & Development of the Book. Topic, "Ticknor & Fields: The Business of American Literary Publishing in the 19th Century." Michael Winship, ed. of *Bibliography of American Lit.*, to speak. Info.: L. Chenault, Ln., Wilson Lib. 024A, U. N.C. at Chapel Hill, 27514 (919-962-1143)

22: *California Conf. on Networking*, Oakland. Also on Sept. 23 in Sacramento; Sept. 26 in San Diego; & Sept. 27 in Long Beach. Fee, $10. *Regis. deadline Sept. 15. Enrollment limited.* Info.: B. Will, Networking Coord., Calif. State Lib., 914 Capitol Mall, Lib. & Courts Bldg., POB 942837, Sacramento 95809-2037 (916-322-0371) or Networking Conf., c/o Peninsula Lib. System, San Mateo Co. Lib., 25 Tower Rd., Belmont 94002.

22: *Target: Trustees* teleconf. prog., at various sites throughout Wisconsin. Spons., U. Wis.–Madison/SLIS/CE Services. No fee. *Adv. regis. req'd.* Info.: J. Pearlmutter, Prog. Coord., UW-Madison, 600 N. Park St., 53706 (608-262-6398).

22-23: *Strategies for Effective Lib. Management* prog., Lowell Hall, U. Wis.–Madison. Spons., UW-Madison/SLIS/CE Services. 1.5 CEUs available. Fee, $195. Info.: see Sept. 15.

23-24: *Once Upon a Time...Children's Literature in a New Age* prog., Brown Co. Lib., Green Bay, Wis. Spons., Brown Co. Lib. Info.: S. Effland, Brown Co. Lib., 515 Pine St., 54301 (414-497-3492).

COMING UP

LITA National Conference
Boston, MA — Oct. 2–6, 1988

Executive Board — Nov. 2–3, 1988

ALA Midwinter Meeting
Washington, DC — Jan. 7–12, 1989

ACRL National Conference
Cincinnati, OH — April 5–8, 1989
Phoenix, AZ — April 1–4, 1992

National Library Week
April 9–15, 1989

ALA Annual Conference
Dallas, TX — June 24–29, 1989

AASL National Conference
Salt Lake City, UT — Oct. 19–22, 1989

PLA National Conference
San Diego, CA — March 20–23, 1991

23-25: *Translating an Int'l. Ed. to a Nat'l. Environment* conf., Pittsburgh, Pa. Spons., U. Pittsburgh/SLIS/Doctoral Guild. Focuses on problems of int'l. students enrolled in North Amer. lib. schools. Fee, $25; $15 for students. Info.: J. Tallman, SLIS, Lib. & Info. Science Bldg., U. Pittsburgh, 15260 (412-624-9435).

24: Amer. Printing History Assn. annual conf., Lib. Company of Philadelphia (Pa.). Theme, "The Book Arts in Philadelphia, 1785–1840." Fee, $25 APHA mem.; $35 nonmem. Info.: J. Green, Lib. Company of Philadelphia, 1314 Locust St., 19107 (215-546-3181).

24: Annual Festival of Books, Norman, Okla. Spons., U. Okla./SLIS. Theme, "Poetry, Prose, & Pictures." Fee, $31. Info.: M. Laughlin or K. Latrobe, SLIS, U. Okla., 401 W. Brooks, Rm. 123, 73019 (405-325-3921).

24: Texas LA District 8 fall conf., Langham Creek H.S., Houston. Info.: C. Payne, Ch., TLA District 8 (713-466-6654 x25).

26: *Latchkey* conf., Nashville, Ind. Cospons., Ind. LA/Children's & Young People's Div. (CYPD); Central Ind. Area Lib. Service Authority (CIALSA). In conj. w/ILA/CYPD Conf., Sept. 25–26. Info.: CIALSA, 100 W. 42nd St., Indianapolis 46208 (317-926-6561).

26-27: *Teaching Methods, Learning Theory, & Bibliographic Ed.* prog., Wisconsin Ctr., Madison. Spons., U. Wis.–Madison/SLIS/CE Services. 2.2 CEUs available. Fee, $160. Info.: see Sept. 15.

26-28: *Analytical Tools* middle-management inst., San Francisco, Calif. Spons., Special LA. Fee, $400. *Enrollment limited.* Info.: K. Warye, Prof. Development Section, SLA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700).

26-29: *CD-ROM Expo*, Hyatt Regency, Chicago, Ill. Spons., *CD-ROM Review*; Link Resources. To focus on end-user applications. Info.: D. Ferriter, IDG Conf. Management Grp., POB 9171, Framingham, MA 01701-9171 (800-343-6474; in Mass. only 617-879-0700).

26-29: Medical LA/Midcontinental Chap. annual mtg., Beaver Run Resort Hotel, Breckenridge, Colo. Theme, "Taking Control: Developing Strategic Alternatives." Info.: S. Brandes-Miller, Lutheran Medical Ctr., 8300 W. 38th Ave., Wheat Ridge 80033 (303-425-8662).

26-30: Int'l. Bd. on Books for Young People (IBBY) Congress, Oslo, Norway. Theme, "Children's Literature & New Media." Info.: E. Noel, IBBY, Leonhardsgraben 38a, Postfach, CH-4003, Basel, Switzerland (02-32-5075).

26-30: *Video Expo*, Jacob K. Javits Conv. Ctr., New York, N.Y. Info.: E. Greenfield, Knowledge Industry Publications, Inc., 701 Westchester Ave., White Plains, NY 10604 (800-248-5474; in New York only 914-328-9157).

28: *Microcomputer Software for Lib. Management* prog., Fond du Lac (Wis.) City-Co. Lib. Service. Spons., Mid-Wis. Federated Lib.

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System. .45 CEUs available. Info.: C. Gage, Fond du Lac City-Co. Lib. Service, 32 Sheboygan St., 54935-4220 (414-921-1822).

29: *Winners & Losers 1987: A Closer Look at the Year's Top-Rated Children's Books* prog., Free Pub. Lib. of Woodbridge (N.J.), George Frederick Plaza. Spons., Rutgers U./School of Communication, Lib., & Info. Studies. Details: see Sept. 17.

29-30: *Evaluation of Lib. Public Services* prog., Wisconsin Ctr., Madison. Spons., U. Wis.–Madison/SLIS/CE Services. 1.5 CEUs available. Fee, $160. Info.: see Sept. 15.

29-30: *Interactive Technology & Telecommunications: Windows to the Future* annual conf., U. Maine at Augusta. Spons., U. Maine at Augusta. Info.: B. MacVane, Dir. of Confs., U. of Maine at Augusta, University Heights, Augusta 04330 (207-622-7131).

29-30: *On Beyond Zebra: Focus on the Reading Child* conf., Hamilton, Ont. Spons., Ontario Lib. Service Escarpment. Info.: A. Johnston, Ont. Lib. Service Escarpment, 1133 Central Ave., Hamilton, Ont. L8K 1N2, Canada (416-544-2780).

29–Oct. 1: Int'l. Reading Assn./Plains Reg'l. conf., Fargo, N.D. Theme, "Reading Is the Bounty of Life." Info.: E. Maassel, RR 4, Box 52, Moorhead, MN 56560.

29–Oct. 2: Society of Amer. Archivists annual conf., Atlanta, Ga. Info.: Society of Amer. Archivists, 600 S. Federal, Suite 504, Chicago, IL 60605 (312-922-0140).

30: *Shaking the Money Tree: Financial Development for Pub. Libs.* wkshp., Holiday Inn Gateway Ctr., Ames, Ia. Cospons., U. Ia./SLIS; State Lib. of Ia. 6 CEUs available. Fee, $7.50. *Enrollment limited to 50.* Info.: E. Bloesch, SLIS, U. Ia., 3087 Lib., Iowa City 52242 (319-335-5707) or S. Dixon, State Lib. of Ia., Historical Bldg., 12th & Grand Sts., Des Moines 50319 (800-248-4483 or 515-281-4118).

30: *Stress Management for Lib. Personnel* wkshp., Columbia, S.C. Spons., S.C. LA/Jr. Members Round Table. Info.: J. Sprouse, Florence Co. Lib., 319 S. Irby St., Florence 29501 (803-662-8424).

October

2-5: North Atlantic Health Sciences Libs. annual conf., Wychmere Harbor Hotel, Harwichport, Mass. Theme, "On the Road to Empowerment: Mastering Change." Info.: M. Saffer, Veterinary Lib., School of Veterinary Medicine, Tufts U., 200 Westboro Rd., North Grafton, MA 01536 (617-839-5302 x4963).

3-7: Assn. of Marine Science Libs. & Info. Ctrs. annual conf., Sheraton Royal Biscayne Hotel, Miami, Fla. Info.: K. Hale, Rosenstiel School of Marine & Atmospheric Science Lib., U. Miami, 4600 Rickenbacker Causeway, 33149 (305-361-4021).

3, 10: *Language Arts, Science, & Social Studies: K-9 Trade Bks.* teleconf. prog., at various sites throughout Wisconsin. Spons., U. Wis.–Madison/SLIS/CE Services. .3 CEUs available. Fee, $25. Info.: see Sept. 22.

4-7: Michigan Health Sciences LA annual ed. conf., Sheraton Fashion Sq. Hotel, Saginaw, Mich. Theme, "Encounters w/the Future." Info.: B. Crawford, Bay Osteopathic Hospital, 3250 E. Midland Rd., Bay City 48706 (517-667-2261).

4-8: Arizona State LA/Arizona Ed'l. Media Assn. annual conf., Phoenix Civic Plaza. Theme, "New Directions." Info.: E. Meyers, Phoenix Pub. Lib., 12 E. McDowell Rd., 85004 (602-262-7939).

5-7: Missouri LA annual conf., Springfield. Info.: J. McCartney, Exec. Coord., MLA, 1015 E. Broadway, Suite 215, Columbia 65201 (314-449-4627).

5-8: Wyoming LA annual conf., Holiday Inn, Cody. Theme, "Traditions & Transitions." Info.: J. Krois, Pres.-Elect, WLA, Supreme Court & Lib. Bldg., Cheyenne 82002 (307-777-7281).

6-7: Alabama Health LA annual conf., Holiday Inn/Medical Ctr., Birmingham. Theme, "The Past Is Prologue." Info.: A. J. Wright, Ln., Dept. of Anesthesiology Lib., U. Ala. at Birmingham, 619 19th St. S., 35233-1924 (205-934-6500).

6-8: *First Statewide Conf. of Florida Pub. LA,* Langford Resort Hotel, Winter Park. Theme, "Awareness." Info.: M. Lindsey, Exec. Secy., FPLA, POB 8803, Lakeland 33806-8803 (813-646-8749).

6-8: Int'l. Reading Assn./Rocky Mountain reg'l. conf., Casper, Wyo. Info.: IRA, 800 Barksdale Rd., POB 8139, Newark, DE 19714-8139 (302-731-1600).

9-12: Pennsylvania LA annual conf., Holiday Inn, King of Prussia. Theme, "Leadership, Opportunity, Challenge—Catch the Wave!" Info.: P. Ryan, Conf. Ch., c/o Lower Merion LA, 75 E. Lancaster Ave., Ardmore 19003 (215-649-4000).

Conference series probes First Amendment rights in public schools

Sept. 22–23 in Washington, D.C., Phi Delta Kappa launches the first of a series of four regional conferences on First Amendment rights in the public schools.

Also scheduled are conferences on Sept. 29–30 in St. Louis, Mo.; Oct. 5–6 in Portland, Oreg.; and Oct. 10–11 in Orlando, Fla.

Slated for all sessions are discussions of: the courts, the public schools, and the First Amendment; the schoolbook protest movement: textbooks, library books, courses, and films; secular humanism, the New Age movement, and related issues; religion in public education; and school newspapers and student speech.

Optional for librarians, teachers, and school administrators are one-day workshops on developing school policies based on conference proceedings.

To register or request more information, contact: **Edward Jenkinson, Phi Delta Kappa, POB 789, Bloomington, IN 47402-0789; 812-339-1156.**

10-11: *The Electronic Lib. & the New Psychology of Lnshp.* prog., Wisconsin Ctr., Madison. Spons., U. Wis.–Madison/SLIS/CE Services. 1.5 CEUs available. Fee, $160. Info.: see Sept. 15.

10-12: Nat'l. Literacy conf., Quality Inn Capitol Hill Hotel, Washington, D.C. Spons., Gallaudet U./Adult Basic Ed. Prog. Theme, "Pairing Providers/Sharing Ideas: Literacy for Hearing & Hearing-Impaired Adults." Info.: J. Ehrlich, Coord., Adult Basic Ed., Gallaudet U., 800 Florida Ave. N.E., 20002 (202-651-5044).

10-12: *Online 1988* annual conf., New York, N.Y. Spons., Online, Inc. Info.: Online, Inc., 11 Tannery Lane, Weston, CT 06883 (203-227-8466).

11-14: Info. Management Expo & Conf., Jacob K. Javits Conv. Ctr., New York, N.Y. Theme, "Connectivity, Networking, & Communications: Spearheading the New Competitiveness." Info.: Show Manager, INFO '88, 999 Summer St., Stamford, CT 06905 (800-255-7798).

11-14: Medical LA/South Ctrl. Reg'l. Group annual mtg., Lubbock (Tex.) Plaza. Theme, "Broaden Your Horizons." Info.: A. Rump, Tex. Tech U. Health Sciences Ctr. Lib., 79430 (806-743-2204).

11-14: Michigan LA annual conf., Dearborn Hyatt. Info.: C. Reese, 1000 Long Blvd., Suite #1, Lansing 48911 (517-694-6615).

12: *Team Building* prog., Milton (Wis.) Pub. Lib. Spons., Arrowhead Lib. System. Info.: L. Miller, Arrowhead Lib. System, 21 N. Franklin St., Janesville 53545-2996 (608-755-2373).

12-13: *Beyond Word Processing: A Lib./Info. Manager's Primer on What Else You Can Do w/a Microcomputer* prog., IBM PC Lab, School of Communication, Lib., & Info. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Fee, $113. Info.: see Sept. 17.

12-14: Mississippi LA annual conf., Coliseum Ramada Inn, Jackson. Theme, "The Best Reading, for the Largest Numbers, at the Least Cost." Info.: S. Graves, Prog. Ch., Carnegie Pub. Lib. of Clarksdale & Coahoma Co., 114 Delta Ave., POB 280, Clarksdale 38614 (601-624-4461).

12-16: New York LA annual conf., Buffalo. Info.: Exec. Dir., NYLA, 15 Park Row, Suite 434, New York 10038 (212-227-8032).

13-14: *Annual Ed'l. Computer Faire,* Cleveland (Ohio) Marriott East Hotel. Spons., Ed'l. Computer Consortium of Ohio. Info.: A. Fredman, ECCO (216-461-0800).

13-14: *Fundraising* prog., Lowell Hall, U. Wis.–Madison. Spons., UW-Madison/SLIS/CE Services. 1.5 CEUs available. Fee, $175. Info.: see Sept. 15.

13-15: Oreg. Ed'l. Media Assn.; Wash. Lib. Media Assn. jt. conf., Red Lion Jantzen Beach Hotel, Portland, Oreg. Theme, "A Bridge to New Ideas." Info.: S. Hevland, Conf. Secy., 16695 S.W. Rosa Rd., Beaverton, OR 97007.

13-16: Oral History Assn. annual conf.,

DATEBOOK continued on next page.

Baltimore, Md. Info.: Oral History Assn., POB 926, University Station, Lexington, KY 40506 (606-257-1688).

14: New Hampshire Ed'l. Media Assn. fall area conf., various sites throughout N.H. Theme, "Getting to Know Our Colleagues & Resources." Info.: S. Elder, Moultonborough Schools, Blake Rd., Moultonborough 03254 (603-476-5516).

14-16: Annual San Antonio Inter-Amer. Book Fair, HemisFair Park, San Antonio, Tex. Spons., Guadalupe Cultural Arts Ctr. Info.: R. Catacalos or J. Ramirez (512-271-3151).

16–Nov. 20: *Annual Children's Science Book Fair*, Museum of Science & Industry, Chicago, Ill. Spons., Museum of Science & Industry. Info.: Museum of Science & Industry, 57th & Lake Shore Dr., 60637 (312-684-1414).

17-19: *Global Positioning through Info.* state-of-the-art inst., Washington, D.C. Spons., Special LA. Info.: see Sept. 26–28.

19-21: Assn. of Public Data Users annual conf., Washington, D.C. Info.: APDU, 87 Prospect Ave., Princeton, NJ 08544 (609-452-6025).

19-21: *Paper Preservation* symposium, Capital Hilton, Washington, D.C. Spons., Technical Assn. of Pulp & Paper Industry (TAPPI). Fee, $400. Info.: W. Gross, Conf. Coord., TAPPI, 15 Technology Park, POB 105113, Atlanta, GA 30348-5113 (404-446-1400 x237).

21: Society of School Lns. Int'l. annual conf., Rivercenter Hotel, San Antonio, Tex. Theme, "Educating for the 21st Century." Fee, $105 SSLI mem. Info.: A. Fite, SSLI, POB 511, Glen Ellyn, IL 60138 (312-665-7070).

23-27: Amer. Society for Info. Science annual conf., Atlanta (Ga.) Hilton & Towers. Theme, "Info. & Technology: Plng. for the 2nd 50 Years." Fee, $225 ASIS mem.; $325 nonmem. Info.: ASIS, 1424 16th St. N.W., #404, Washington, DC 20036 (202-462-1000).

24-26: Int'l. Fed. for Info. & Documentation/Commission for Asia & Oceania (FID/CAO) General Assembly & Congress, Conf. Ctr., Institute of Scientific & Technical Info. of China, Beijing, People's Republic of China. Info.: B. Burton, Pres., FID/CAO, Hong Kong Polytechnic, Hung Hom, Kowloon (852-3-640694; Telex: 38964 Polyx Hx; Fax: 852-3-7658274).

28-29: Annual Festival of Bks. for Young People prog., Ia. Mem'l. Union, Iowa City. Spons., U. Ia./SLIS. Theme, "A Celebration of Story: Our 20th Year." Fee, $35. Info.: E. Bloesch, SLIS, U. Ia., 3087 Lib., 52242 (319-335-5707).

30–Nov. 3: Int'l. Conf. on Computer Communication, Hilton Hotel, Tel Aviv, Israel. Theme, "Computer Communication Technologies for the '90s." Info.: Secretariat, ICCC, POB 50006, Tel Aviv 61500, Israel (03-654571; Telex: 341171 KENS IL).

November

2-6: European Conf. of Medical Libs. (EAHIL), Bologna, Italy. Theme, "Health Info. for All: A Common Goal." Fee, 200 lira EAHIL mem., 250 lira nonmem. Info.: Organizing Secretariat, Studio E.R. Congressi, Via Riva Reno 47, 40122, Bologna, Italy (051-235293; Telex: 583286 I; Fax: 051-235296).

3-5: European Conf. of the IFLA Section of Art Libs., Florence, Italy. Theme, "Exhibition Catalogs." Info.: R. Todros, Via Lorenzo il Magnifico, 49 Florence 50129, Italy or E. Leckey, British Institute of Florence, Lungarno Guicciardini, 9, Florence 50125, Italy.

4-7: (British) LA annual conf., Pembroke Hotel, Blackpool, U.K. Info.: R. Palmer, LA, 7 Ridgmount St., London WC1E 7AE, U.K. (01-636-7543 x223).

6-9: Annual Allerton Institute conf., Chancellor Hotel & Conf. Ctr., 1501 S. Neil, Champaign, Ill. Spons., U. Ill. at Urbana-Champaign/GSLIS. Theme, "Conserving & Preserving Mat'ls. in Nonbook Formats." Fee, $200. Info.: A. Holt, Allerton Institute, GSLIS, UIUC, 410 David Kinley Hall, 1407 W. Gregory Dr., Urbana 61801 (217-333-3280).

14-16: *Int'l. Conf. on Document Delivery*, Connaught Room, London, U.K. Cospons., IFLA/Office for Int'l. Lending; *Interlending & Document Supply* journal. Info.: G. Cornish, Asst. to Dir., IFLA, Office for Int'l. Lending, c/o British Lib., Document Supply Ctr., Boston Spa, West Yorkshire LS23 7BQ, U.K. (44-0937-546123; Telex: 557381) or A. Gallico, Asst. Ed., *Interlending & Document Supply*, c/o address above (44-0937-546025).

April

13-14: *Books, Babies, & Libs.* invitational conf., New York, N.Y. Spons., N.Y. Pub. Lib. in conj. w/ N.Y.U. *By appl. only; deadline Nov. 1. Enrollment limited to 175.* Apply to: Early Childhood Conf., NYPL, Office of Children's Services, 455 Fifth Ave., 10016.

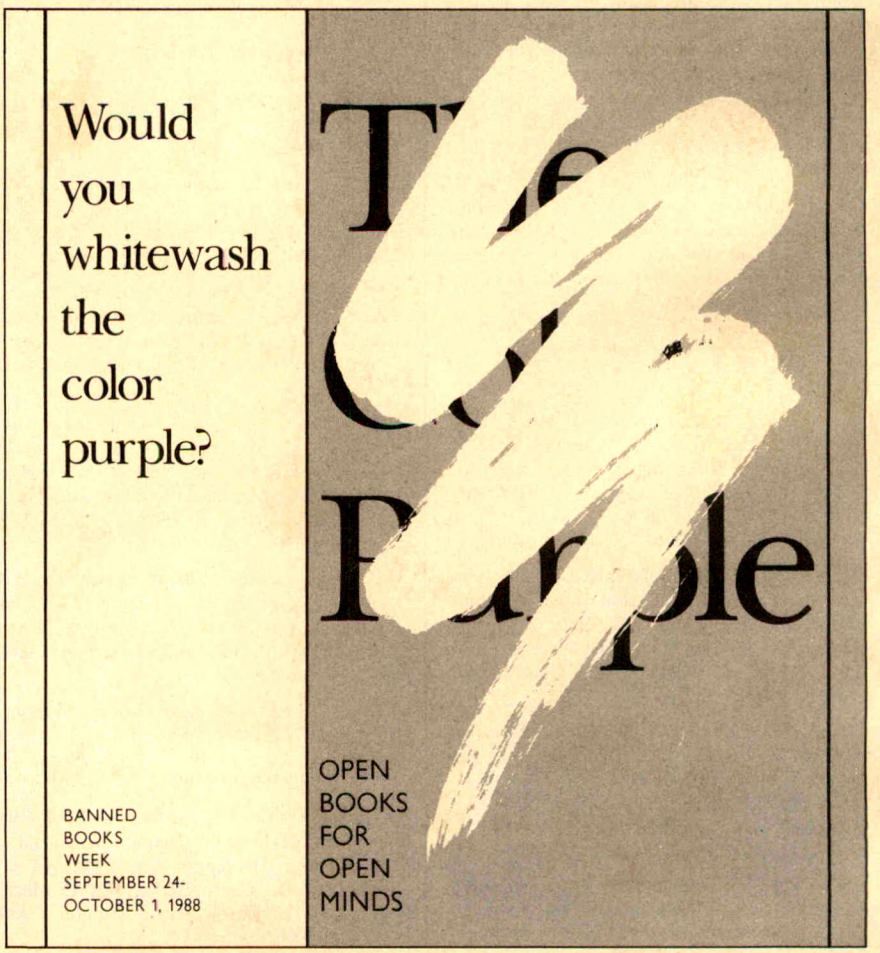
Librarians: Get the vote out on Mock Election Day

Who will win the Presidency? Which party will control Congress? Nov. 3, five days before Election Day, ALA, some 40 other national organizations, and *Time* magazine will ask children and their parents to predict the outcomes by sponsoring a National Student/Parent Mock Election (NS/PME).

According to NS/PME research, four out of five eligible voters under 30 did not cast a ballot in the last national election. To broaden and educate the electorate this year, organizers ask librarians, teachers, religious and civic leaders, as well as other concerned people, to "register voters" by promoting this nationwide civics lesson.

Once formed, groups need only phone their vote tallies to Mock Election headquarters at a prearranged time Nov. 3. Any other activities are optional, though organizers encourage students and parents to research and discuss the issues, and will invite visits from the media and candidates.

To become a group coordinator, or for further information, contact: **Gloria Kirshner, President/Treasurer, NS/PME, 225 W. Oro Valley Dr., Tucson, AZ 85737.**



(Conference report continued from p. 668.)



***FACES IN THE CROWD.** Among the most recognizeable stand-outs was Rebecca T. Bingham, left, who received 5,010 votes in her unsuccessful bid for president-elect this spring, but finds that life still holds such pleasures as New Orleans cuisine at a World Book reception.*

Spotted at general sessions were members Helen Guevara (rt.) of the University of Guadalajara (in the Mexican city hosting an International Book Fair and Library Conference Nov. 23-Dec. 4) and New York Public Library staffers Mildred Dotson (below) and Stella I-Hua Shang.







(Pay equity continued from p. 668.)

1981 pay equity legislation in her state. "The sky did not fall in," she said. State payroll adjustments cost some four-percent extra. Although compliance outside the state government has been slower than desired, partly because penalties were not imposed until last August, the legislation has brought about changes that would have taken two generations otherwise, Feye-Stukas said.

Michele Leber, Fairfax County (Va.) PL, outgoing chair of the Pay Equity Committee, is succeeded by Feye-Stukas.

Serials "crisis" brings out the best in speakers

Displays of humor, poise, and diplomacy greeted an overflow crowd anxious to learn about "Managing the Crisis in the Library Materials Budget." Becky Lenzini, program chair, joked about newfound interest in serials-price indexing; John Tagler, Elsevier marketing director, was poised as he explained pricing procedures; and librarian-publisher Richard Dougherty looked at the question from two perspectives.

Dougherty, former University of Michigan director of libraries, said 50 years had passed since Charles Harvey Brown proposed boycotting German scientific periodicals, but added that the latest round of inflation is serious enough to eventually alter the mechanism by which scholarly information is communicated.

Citing lack of competition, faculty advocacy for costly titles, and government policies as causes, he warned of a "war of attrition" between publishers and librarians. As pressure mounts and monographic acquisitions fall, libraries will increase resource sharing efforts, and scorn new titles to "punish" publishers. "It's not a library problem; it's a university problem," he said.

Tagler, emphasizing that he spoke only for Elsevier, attributed increases to currency fluctuations and burgeoning literatures that make journals larger and more expensive, and said that commercial publishers have become "scapegoats" for librarians' budgetary difficulties.

Questions from the floor made it clear that some attendees were skeptical of Tagler's comments. Dougherty, publisher of the *Journal of Academic Librarianship*, diplomatically spoke as a publisher to elaborate on points made by Tagler.

The meeting was sponsored by the Resources and Technical Services Division's Resources Section, Library Materials Price Index Committee.

Sager speaks out about CPL

"Patronage [in Chicago] is an art form," said Donald Sager, surprising a large audience with a personal narrative about his tenure as Chicago Public Library commissioner. Sager, who has been reluctant to discuss his 1981 resignation, chose as his forum an Office of Library Personnel Resources program on ethics in the workplace. Now director of Milwaukee Public Library, he observed that government and politics can create the most difficult ethical dilemmas—"where the public good is not well-served."

He said he resisted patronage but came to feel that he might be damaging library services. Criticism by some librarians for not taking a stronger stand added to the dilemma, which led to his resignation.

Sager said answers to ethical questions must be personal. He declined an *AL* invitation to revise his remarks for publication, saying "Chicago has changed; CPL is a great library and I don't want to warn tal-

ented librarians away from it."

University of Missouri/Columbia library administrator and educator Thomas Shaughnessy advocated full-time MLS programs to give students more time to develop ethical understandings. Several attendees took issue with him during the question period.

Consultant Susan Baerg Epstein linked ethical systems and automated systems. Jeanne Isacco of Durham County (N.C.) Public Library concluded that ethical employers are more important than professional codes in molding ethical behavior.



HUGH ATKINSON AWARD WINNER *Richard M. Dougherty of Univ. of Mich. displays his citation. As first recipient, Dougherty praised the late Atkinson as a risk-taker who would be happy to see this characteristic acknowledged and rewarded.*

Speaking of recruitment:

Gregorian to preconference: Librarianship "exalted" field

Based on a report by Margaret Myers, director, ALA Office for Library Personnel Resources

Inspiration, information, and Gregorian was the order of the day at "Each One Reach One: Recruiting for the Profession." The preconference attracted some 160 participants.

Vartan Gregorian, New York Public Library president, provided heady words of inspiration, calling librarians "actors on the stage of humanity, leaders in the information age, soldiers of culture," and urging them to consider their profession "an exalted one."

Kathleen Heim, library school dean at Louisiana State University, presented an overview of a forthcoming publication, *Librarians for the New Millenium*, synthesizing information about recruitment issues. William Moen, also of LSU, reported preliminary data on a survey of 3,400 current students which promises to inform future human resources planning and recruitment efforts.

Moen reported that 70 percent of those surveyed are part-time students. Eighty-one percent are female. Only 15 percent left their home state to attend library school, suggesting that shortages and surpluses may be regional concerns.

Marketing expert Kathleen Murnion advised participants on marketing the profession, noting that multiple strategies will be necessary.

Participants brainstormed before breaking into regional groups to develop specific action plans. Some groups decided to focus on state association efforts, while others targeted specific populations in their locales for recruitment.

ALA's Office for Library Personnel Resources (OLPR), the program's sponsor, will serve as a communications center for regional efforts. *Librarians for the New Millenium* and the completed survey will be available later in the fall through OLPR (price not set).

Participants offer tips on developing minority leadership

At an Office for Library Outreach Services Advisory Committee program, "Developing Minority Leadership for the 1990s and Beyond," panelists and audience joined in offering practical suggestions.

Speaker Stella Guerra, born and raised in a Corpus Christi, Tex., barrio, said a one-semester college scholarship started her on her way to a doctorate and her present post, director of Equal Opportunity for the U.S. Air Force assistant secretary. "What makes the difference is education, not just in school but in reading and participating," she said.

Panelist Tamiye Fujibayashi Trejo of the Chicago Public Library warmly recommended, "Go out and grow your own minority librarians." Her library hires Hispanic housewives, finds child care for their children, trains and mentors the new employees, and arranges library school scholarships for the most promising.

Panelist Elizabeth Martinez Smith of the Orange County (Calif.) Public Library urged her colleagues to be more creative and flexible. "Ask the revolutionary question: What have you changed recently?"



Education makes the difference, said U.S. Air Force executive Stella Guerra (above and left) at an OLOS program on leadership. Afterwards, she talks with fellow-panelist Elizabeth Martinez Smith of Orange County (Calif.) PL and Cesar Caballero of the Univ. of Texas/El Paso Library, a newly elected member of ALA Council.

Panelist and ALA Past President E.J. Josey told managers: "Seek out young people and groom them for leadership roles." He also said minority organizations should develop leadership centers.

Panelist Ella Yates of the Virginia State Library suggested that staff associations can develop management training to give minority specialists upper mobility.

"Recruit veterans as well as housewives," said one member of the audience. Another said she had to be elected to the YWCA board before her library recognized her management potential. "Join a community institution," she urged.

Monica Ghosh, a recent U. of Michigan library school graduate, said that as the only minority student in class, she was ignored. But now, after getting all this information, she said, "I feel powerful!"

ALA's ethnic and minority-concerns units cosponsored the program.

Theater of ideas at JMRT

Judith Bardwick stirred up a delightful gumbo of insightful ideas, wit, and one-woman theater at the Junior Members Round Table program on "Plateauing and Tracking as Career Obstacles." Integrating ideas from the social sciences, a wit that was purely hers, and the aura of a gifted actress, Bardwick informed some 250 librarians that plateauing is a "natural phenomenon" that will occur to 99 percent of

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CAPITAL PUNISHMENT

Caught between two states. T. Jacoby. *Newsweek* 111:67 My 2 '88

The U.S. Supreme Court has agreed to hear the appeal of Mississippi death row inmate Samuel Bice Johnson, who is contesting the legal arguments that led to his death sentence. In securing the death penalty, the prosecutor needed to show that "aggravating" circumstances in the case justified capital punishment. The crux of his argument rested on Johnson's prior assault conviction in New York, but after his Mississippi conviction Johnson reopened the New York case and his assault conviction was voided. •

CHILDREN OF ALCOHOLICS

Breaking the bond of silence. D. Chu and B. Johnson. il *People Weekly* 29:100-10 Ap 18 '88

A cover story on the problems that face the children of alcoholic parents features profiles of four celebrities with alcoholic fathers; a report on Children Are People, a St. Paul, Minnesota, counseling and support organization for the children of alcoholics; and an interview with Dr. Timmen Cermak, co-director of the Genesis psychotherapy center in San Francisco, co-founder of the National Associatio

COMPUTER CONSULTANTS

A market is born out of computer confusion. C. Brown. il *Business Week* p124-5 Ap 25 '88

"Systems integration," or the use by companies of outside suppliers to design, install, and troubleshoot their computer systems, is a booming business. Some 20 competitors, including IBM and Electronic Data Systems, have entered the $1.4 billion market, attracted by industry growth projections of 26 percent through the early 1990s. Systems integration is a risky business plagued by cost overruns, but supporters believe that the growing reliance of U.S. corporations on complex computer systems will ensure its success. The demand for systems integration has been boosted by the flurry of mergers and joint ventures, since these deals often involve incompatible computer systems. •

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*Information Today

all those working today.

"The Peter Principle is inaccurate," she said, explaining that organizational structure and the demographics of the labor force guarantee that most people will not rise past their level of competence.

Acceptance of these facts, finding new challenges, and new opportunities to continue learning, is the task of baby boomers and the organizations they work for.

Herbert White, dean of the library school at Indiana University, didn't attempt to match Bardwick's theatrical delivery, but his incisive comments on tracking as a career obstacle further enlightened the audience.

Forging serial-system links

(Based on a report by Ed Jones, Harvard University Library CONSER Office)

Acceptance of standards and of the Open Systems Interconnection (OSI) will help forge the computer-to-computer chain of serials information: from authors and editors, through intermediaries—publishers, distributors, subscription agents, libraries—to the reader.

Most of the computer linkages lie in the future, reported Tom Delsey of the National Library of Canada (NLC) at a Resources and Technical Services Division program. But implementation will be eased by standards already in place, such as the MARC formats, ASCII, and ISSN, and growing acceptance of the OSI reference model for computer-to-computer linking. Delsey noted that the NLC file transfer protocol in Canada and the Linked Systems Project in the U.S. apply OSI, and he depicted a Promised Land in which computer users could extract information from the best source of the moment and exceed the boundaries of particular systems.

Julia Blixrud of the Library of Congress used the metaphor of a web in describing how standards reinforce one another and how the myriad serials standards being promulgated must be interwoven.

Other speakers addressed these specific projects linking serials data:

- Transfer of USMARC detailed holdings statements from Faxon's MicroLINX check-in system to the Univ. of Ga. integrated library system—incidentally identifying areas in the holdings format needing work (Greg Anderson, Univ. of Ga.);
- CONSER database input by non-OCLC libraries—a re-keying method that might be superseded by the Linked Systems Project (Bill Gosling, Univ. of Mich.);
- Flow of serials data from INNOVACQ to online library catalogs and union lists, and to INNOVACQ from bibliographic utilities and subscription agents (Steve Silberstein, Innovative Interfaces);
- And North Carolina Information Network support services, including a statewide union catalog and union list of serials on OCLC.

Education called key to fighting AIDS in prisons

As we enter the eighth year of awareness of the AIDS crisis, "it has become painfully obvious that education is our principal and powerful tool" for dealing with the disease. This observation by patient advocate Alvin Novick characterized the views expressed by the panel on "Prisoners of Ignorance: AIDS and the Institutional Library."

Novick, a professor of biology at Yale University, complained that educational efforts on AIDS have been "forbidden, chilled, underfunded, and defused" due to society's aversion to homosexuals and drug users. He spoke of the need for literature providing positive role models for gays and information on drug use that is frank and "free from cruelty." Librarians are "among the keys to compassionate concern," Novick concluded. "While medical science flounders, you can save the lives of thousands."

Prisoners' rights are already restricted, said Theodore Hammett, so they have difficulty getting complete and accurate AIDS information. Hammett, senior analyst at Abt Associates, said AIDS prevention in the prison population should be treated as much as possible like the outside population, with education as the main approach. Although training programs for prisoners and staff are the most effective means, libraries can play a key role by "filling in the gaps" by having information available continuously.

Ed SantaVicca, librarian at Cleveland State University, related the results of his 1986 survey of Ohio librarians' attitudes towards AIDS information needs. Sixty-five percent of the respondents felt the American public was getting "pertinent and accurate information"; SantaVicca compared this to a *Los Angeles Times* poll from the same period in which 64 percent of those asked said they knew "nothing" or "not all that much" about AIDS. "It's frustrating to think that librarians honestly believe the public is getting adequate AIDS education," said SantaVicca, who observed that librarians apparently believe that someone else is doing their job of providing information.

The program was sponsored by the Association of Specialized and Cooperative Library Agencies, Libraries Serving Special Populations Section, Library Service to Prisoners Forum.

FLRTing with extinction?

"Let's be proud; we're an endangered species," said Doria Beachall Grimes, program moderator and president-elect of the Federal Librarians Round Table (FLRT). Grimes was referring to the program, "Federal Librarianship—Evolving or Endangered?" and the mood of many attendees, there to discuss pay and staffing experiments in federal libraries. Accepting FLRT's Achievement Award, Anne A. Heanue, associate director of ALA's Washington office, echoed Grimes: "We need to raise the consciousness of the entire profession" to the plight of federal librarians threatened by privatization, closings, and changes in personnel policies.

Speaker Kenneth Hedman, library director at the U.S. Military Academy, described experiments "designed to improve supervisors' abilities to motivate employees." Staff sharing of unspent salary funds (if performance goals have been met) is now being tested. Hedman said the library had latitude in deciding how such funds could be handled, e.g., equal shares to all staff or equal percentages.

Allen Cassady, a federal personnel specialist, began by asking if ALA President-elect Pat Berger was in the room. Pantomiming relief at her absence he said, "One of Pat's better-honed skills is personnel specialist bashing." Cassady emphasized that the primary goal is parity with the private sector in recruiting and fielded questions from a skeptical, feisty group of some 150 librarians.

The pay-per society: Info C.O.D.

The threat to equality of access in a "pay-per" society was the crux of "Whose Computer Revolution Is It?", the Library and Information Technology Association (LITA) President's Program. Sociologist Vincent Mosco used the term to describe the increasing availability of information—C.O.D. He cited pay-per-view television and pay-per-search databases, noting the "uneasy course between profit and public access" in education, libraries, and public broadcasting, and cautioned that recent federal policies exacerbate an already deep division between information haves and have-nots.

Mosco also noted that the new com-

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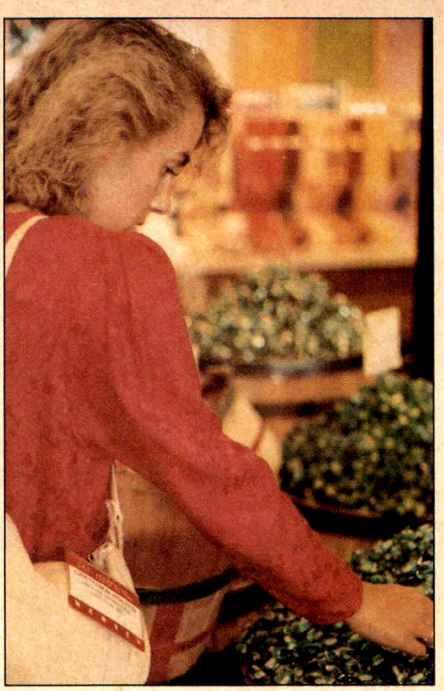
munications technology is a powerful tool for organizational control, enabling operations to be decentralized, even worldwide, as control is centralized in the hands of a few. Noting that information is "capital," he raised the specter of the spread of private censorship for corporate gain, regardless of the ability to pay, and urged greater "democratic control of information technology."

Literary bytes from a tomato

Before it shifted to Boolean argot, the idiom at an Association of College and Research Libraries session was distinctly agronomic: i.e., a tale of a tomato redesigned to fit a processing machine, likened to humanities research reshaped to fit the needs of automation. Loss Glazier of SUNY/Buffalo offered the analogy in a program of the ACRL English and American Literature Discussion Group. Noting that "machines have taken over everything but our thoughts," Glazier warned of online search protocols following the procrustean demands of machines rather than natural mental processes; he cited the ERIC search process as one example. Online search design, he suggested, must be driven by librarians, not suppliers.

Scott Stebelman of George Washington University praised the Modern Language Association database as an economic resource for use with students, highlighting such search capacities as "notting-out of dissertations."







LIKE KIDS IN A CANDY STORE. ***For Gretchen Holten (left) of University of Nebraska, a New Orleans candy store offered sweet respite from long meetings; Marianne Puckett of LSU Medical Center is generally sweet on Louisiana: she's president of the state library association, which meets next March in Baton Rouge.***

Librarians and journalists both get blamed for "bad news"

Introducing a program on surviving the "kill the messenger" syndrome, Intellectual Freedom Round Table Chair Dorothy Broderick drew comparisons between journalists and librarians: When journalists expose a problem, they are often blamed for creating it; when librarians buy a book, they are often held responsible for its content. In a good news story, a reader cannot detect the reporter's opinion; similarly, patrons shouldn't be able to perceive a librarian's political views from the library's collection. Reporters and librarians also have a symbiotic relationship: we buy the newspapers, magazines, and books that they write.

The featured speaker, Senior UPI White House Correspondent Helen Thomas, also viewed librarians and reporters as having much in common: "We both fight for the right to know." Thomas, who has been covering the White House since 1960, shared her views on such political matters as the FBI's Library Awareness Program ("The solution might be to sit them down and give them something to read—like the Constitution and the Bill of Rights."), increased government secrecy in the Reagan administration ("I believe we have to keep plugging and keep exposing how invalid it is most of the time."), the effect of glasnost on intellectual freedom in the U.S.S.R. ("They are beginning to emulate us.... Any opening would be great and I think we should encourage it."), and the best defense against the "kill the messenger" syndrome ("Know you're never going to be loved; if you want to be loved go into another profession.").

The program was cosponsored by the IFRT, the Intellectual Freedom Committee, and the division IFCs.

THE BIG EASY ISN'T EASY ON RUNNERS. ***There weren't any hills, but the air was as steamy and thick as the jambalaya being cooked for the post-race feed when hundreds of ALAers lined up for the fifth annual Fun Run/Walk. A Dixieland band played The National Anthem and thoroughbred racing's traditional call to the post in the Faxon-sponsored event. Winners in the three-mile run: Janet Egherton and Chris Dodge; in the two-mile walk, Cindy Arbelbide and John Shilling.***

Finders keepers

"If a children's librarian does her job well, a child might grow up to become a historian. If a director does hers well, the roof might get fixed." Mary Brown, director of the Rye (N.Y.) Free Reading Room, used humor, passion ("Thank your children's librarian!"), and ideas in her portion of a Public Library Association program on recruiting and retaining children's specialists. Brown's pithy advice on developing rewards empasized making staffers feel appreciated. She stated that children's special-

ists get fewer professional development opportunities than others "because the director will have to fill in for them."

"The problem is hierarchy," she said. "Children's librarians need to be supported by their administration, not vice versa," and her remarks drew audible approval from an audience of children's specialists and administrators. Leslie Edmonds of the University of Illinois/Urbana library school urged open lines of communication with the nearest library school, lobbying schools to strengthen their programs, and giving job candidates complete information about job vacancies. Patricia Page of New York Public Library advocated promoting from within the library.

Official-language movement: boon or bane to minorities?

Hailed as a means of bringing immigrants into the mainstream and decried as a divisive force that promotes intolerance, the concept of making English the official language of the United States was hotly debated at a program sponsored by the Ethnic Materials Information Exchange Round Table and the Association to Promote Library Services to the Spanish Speaking.

Tom Olson spoke on behalf of U.S. English, an organization he characterized as devoted to protecting English as our common language while protecting the rights of minorities. Olson pointed out that societies are torn by language divisions, citing the millions of dollars Canada spends yearly on bilingual services. U.S. English supports legislation designating English as the nation's official language and bilingual programs that teach English.

Amuldo Torres, a consultant on Hispanic affairs, called the official language effort "one of the most misguided and unneeded movements in this country today," adding that it "serves only one purpose: to divide society." Torres said the movement creates "a tremendous amount of intolerance," producing a climate that promotes racism. "The last thing we need is a confrontation on a given—English *is* the official language," concluded Torres, who stressed that we should be devoting our attention to literacy programs instead.

Olson responded by observing that English is the language of economic empowerment in this country, and that the goal of U.S. English is to bring immigrants into the mainstream, not to keep them suppressed.

A heated question-and-answer session provided a number of emotional statements from audience members, most of whom denounced the official-language movement. One, Alice Dupuis of the Miami-Dade Public Library, said that when an official-language measure was passed in Miami, the library had to get a special dispensation to buy Spanish-language books.



Taking *Info Power* home

After attending a session on the education of school library media specialists, these two library leaders from the Virgin Islands told *AL* they hope to apply the principles of the new *Information Power* to V.I. schools, where libraries are already staffed by MLS professionals, many from the States.

C. Perry-Richards, left, and Fiolina B. Mills, both of the V.I. Dept. of Education, will use staff development programs to help media specialists "catch up." One such program available is a videotape on *Information Power: Guidelines for School Library Media Programs*, produced by Encyclopaedia Britannica Educational Corporation in association with the joint developers of the guidelines (American Association of School Librarians and Association for Educational Communications and Technology, see *AL*, June, p. 463). The video, part of *The Information Power Package*, was previewed at Conference and is available at $200, including guidelines, from EB (425 N. Mich. Ave., Chicago 60611).

At the session on media specialist education, panelists discussed the impact of the guidelines on professional curriculum, especially as they interface with accreditation and certification programs. While there was some disagreement on the type of new courses that might be developed, it was clear that *Information Power* broadens and redefines professional school library media curriculum.

Speaking at the session was Mell Busbin of Appalachian State University, N.C., a key member of an AASL task force developing draft guidelines for school media specialist preparation. He told his audience, "We might find ourselves with no room for electives, and some dropped courses that don't develop competencies."

Librarians foster understanding across oceans and cultures

An American librarian working in Britain and a visiting librarian from the U.S.S.R. were among the speakers examining the role libraries can play in fostering

international and intercultural understanding, in a program sponsored by the International Relations Committee.

Bertha Chandler spoke on her experiences working at the Norwich Central Library in England. Chandler left Connecticut for a one-year, Fulbright-funded position working with the library's World War II archive, set up as a memorial to a local airfield at which American fliers were based. "The experience of being an American resident abroad can't be recommended to everyone," said Chandler, citing cultural differences and homesickness. However, she feels that Americans in particular, because we tend to be insular, need to develop job exchanges and other programs to expose ourselves to other cultures.

Through a translator, Nikolai S. Kartashov, director of the Lenin Library, described how libraries can promote understanding between nations. "Knowledge is a necessary ingredient for mutual understanding between cultures," said Kartashov. He praised the "humanistic function of libraries as a unique social institution" that can create the conditions for access to other cultures.

"In our libraries, as well as in politics, we need a new way of thinking," Kartashov concluded. "Libraries should cooperate. We are not that familiar with other libraries and there is a great eagerness to study them."

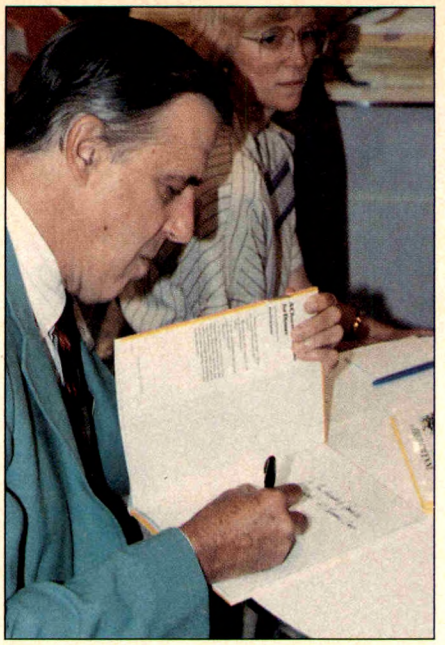
Donald Sager, director of the Milwaukee Public Library, discussed the ways his library has reached out to various cultural groups in a highly ethnic city.

Librarians cross racial lines to empower minorities

In what Clara Stanton Jones called "a search for the truth about human beings and their relationships with each other," a multiracial group of librarians met in New Orleans to discuss ways to empower minorities within the profession.

A followup to last year's consciousness-raising preconference on "Librarians as Colleagues: Working Together Across Racial Lines" (*AL*, July/Aug. 1987, p. 542), the program was sponsored by the Social Responsibilities Round Table Feminist Task Force and cosponsored by some dozen other groups.

After introductory remarks by Jones, Aileen Hernandez described the historical ties between feminists and the fight against racism. "Maybe we have this image of being aggressive women because we are always out there fighting on one issue or another," said Hernandez, an urban consultant and former NOW president.



VERSATILE MUNSTER. ***TV's Herman Munster, Fred Gwynne, drew long lines of autograph seekers to the Prentice-Hall exhibit. Some 1,100 vendors showed their wares to crowds of librarians shopping for a range of goods and services in the spacious Convention Center.***

Hernandez said concerned librarians could fight racism by transmitting information; to do this, we must have blacks in our libraries to build the knowledge base about minorities.

By the year 2000, Hernandez said, the U.S. will be a nation of minorities, with no single group comprising a majority of the population. With this in mind, "We need to find new ways of talking, we need a new language," she concluded. "The only way we can fail in our responsibility is if we don't move ahead with it."

"Racism is still a powerful and complex social force affecting every institution today, and all of our lives," said Orange County (Calif.) Public Library Director Elizabeth Martinez Smith. "Institutional racism is fueled by a reluctance to change what permeates an organization," she said, adding that well-meaning individuals perpetuate an unjust system by doing nothing.

Following the speakers, participants broke into small discussion groups to discuss strategies for action.

Intellectual freedom and the "search for truth"

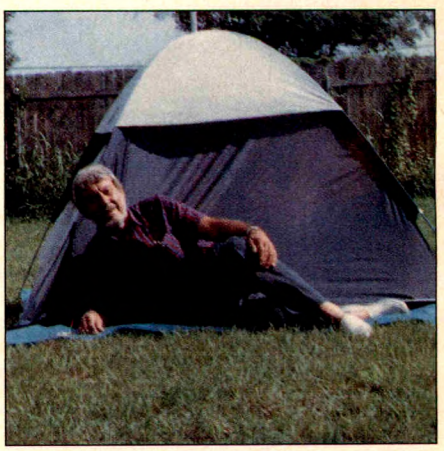
What was billed as a debate on "Libraries and the Search for Truth" offered two views of intellectual freedom, characterized as "libertarian" and "social responsibility"—or, as one participant put it, "access" versus "atmosphere."

Noel Peattie, humanities librarian at the University of California/Davis and publisher of *Sipapu*, represented the Social Responsibilities Round Table in the debate. Peattie asked if we must "admit untruths in our libraries in order to be fair to all?" Protesting "the charade of taking racism seriously in order to be fair," he pointed out that every society has its taboos and that he'd "rather have a taboo *against* excluding and humiliating people than the one we have today."

"I am not suggesting we abandon the idea of well-balanced collections," Peattie stressed. "I prize the freedom to read but I prize more highly the right to know. . . .We need to know the truth, not just conflicting opinions."

Representing the Intellectual Freedom Round Table, John C. Swan, director of the Bennington (Vt.) College Library, observed that "The truth must be perceived by individuals, not dictated to them." The idea that views that aren't "facts" should be suppressed is an "essential betrayal of our function as librarians," said Swan. If we say that some views are too dangerous to be expressed freely, he added, "we are betraying the search for the truth."

"I sense from the audience that you're not completely content with either of us," said Peattie after a question-and-answer session, "and perhaps that's just as well." The search for truth will continue, but as audience member Eric Moon warned, "Historically, the people who have given us the most trouble in this world are the people who have found the truth."



LETTER FROM CAMP. ***Dear Friends: I spent my conference nights at the Parc D'Orleans II campsite at one-fifth the cost of a hotel room. Frequent RTA buses took me to meetings. The swimming was great, the mosquitos tolerable. I met three tourists from Stonehenge. Can you beat it? Yours sincerely, Bob Crittenden, UC/Santa Barbara Library.*** □

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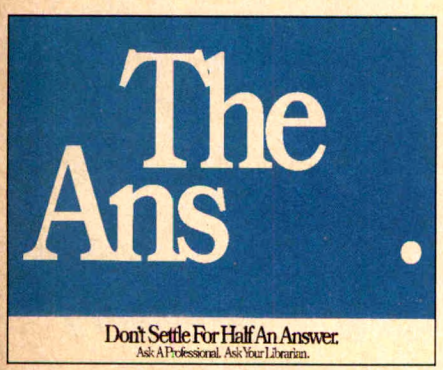
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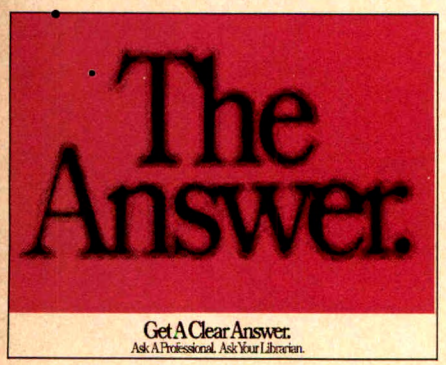
National Library Week '89 to focus on librarians

"Ask a Professional. Ask Your Librarian." has been selected as the theme of the 31st National Library Week (NLW) to be celebrated April 9–15. The 1989 theme is the first ever to focus on the people behind library service.

ALA President Margaret E. Chisholm introduced the theme at the opening session of ALA Annual Conference July 9 in a special video preview of new campaign materials. Chisholm said the campaign responds to her concern that librarians play a leadership role in promoting their professon. Many members have asked that the librarian be the focus of a public awareness effort. "The success of this campaign depends on your leadership," Chisholm said. "This is *your* campaign. Enjoy."

The three-minute videotape includes radio and TV public service advertisements and computerized, animated versions of four new posters published by ALA. The VHS tape may be borrowed from the ALA Headquarters Library through interlibrary loan to preview the materials or for public presentations.



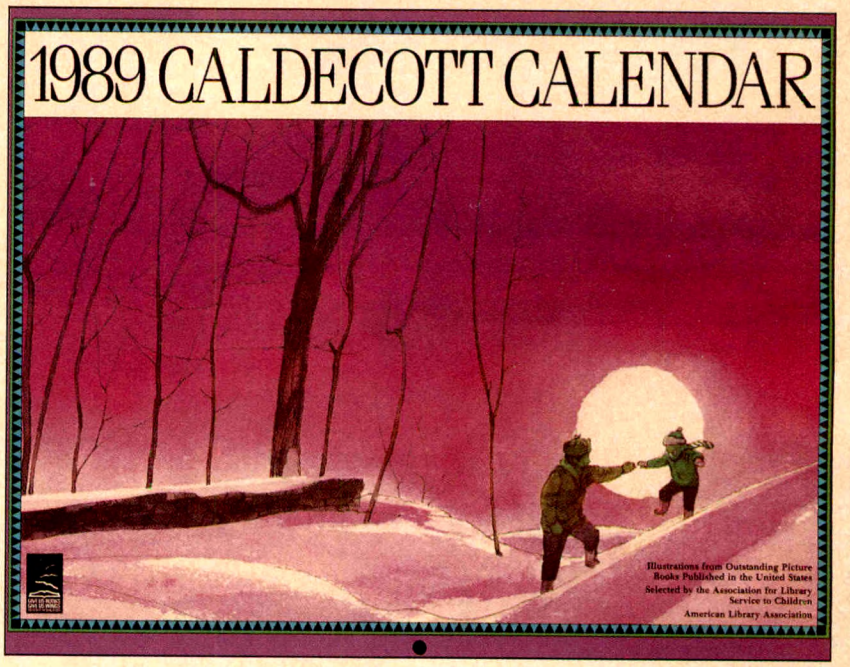


Some of the posters from ALA's 1989 National Library Week campaign.

ALA will place news and feature articles and public service messages in national magazines and on network radio and TV throughout the "Year of the Librarian." Martin Williams Advertising of Minneapolis donated creative services for the campaign.

NLW campaign materials, including posters, stickers, and bookmarks, will be featured in the fall *ALA Graphics Catalog*, free from ALA Graphics, ALA.

"Ask a Professional. Ask Your Librarian." Library Publicity Campaign Book for 1989, a complete guide with program ideas, clip art, and sample releases, is 48 pages, $6 from ALA Graphics, 50 E. Huron St., Chicago, IL 60611.



Caldecott calendar celebrates Year of the Young Reader

John Schoenherr illustrations from *Owl Moon*, by Jane Yolen (Philomel Books, 1986), are featured on the cover and December page of the new 1989 Caldecott calendar. Pictures by Ann Grifalconi from *The Village of Round and Square Houses* (Little Brown, 1986), Suse MacDonald from *Alphabatics* (Bradbury Press, 1986), and other Caldecott winners are also included.

To commemorate the Year of the Young Reader proclaimed by the Library of Congress, the 9-by-12-inch calendar recognizes publishing events in children's literature by noting the birth dates of authors and illustrators.

The calendar is $8.95 from ALA Graphics, ALA (0-8389-7230-6).

The Oct. 1 issue of *Booklist* will celebrate the Year of the Young Reader by publishing a special bibliography, "Year-Round Reading," which includes six books for each month that tie in with the date or exude the mood. The bibliography focuses on picture books and middle-grade novels.

NYU reference librarian wins TV Travel tickets to Zurich

New York University reference librarian Danielle Mihram and her husband Arthur won the TV Travel Grand Prize of two roundtrip American Airlines tickets to Zurich in the Annual Conference drawing. The prize includes five nights at a first class hotel in Zurich.

"I'm still stunned," Mihram told *AL* late in July. The West European Languages librarian had spent most of her time in New Orleans at Association of College and Research Libraries meetings while her husband, an author and consultant, checked out the exhibits.

Because of her heavy schedule at the Bobst Library reference desk, Mihram is not sure when she and Arthur will be able to fly to Europe. When they do, they expect to "reestablish fond ties with family and friends," she said. Mihram was born in France.

Second prize of two roundtrip American Airlines tickets to any city in the continental U.S. was won by Heidi K. Martin, reference librarian at the Indiana State Library. Although her colleague Gail A. Winsmore made the reservation, Martin plans to take her husband to San Antonio early in 1989.

Third, fourth, and fifth prizes were certificates for 10 percent discounts off the winner's next ticket, tour, or cruise purchased through TV Travel. Jean Meadors, a 1988 graduate of

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the University of Oklahoma library school, won third prize; Kay Young, government documents/maps librarian at the University of Delaware/Newark, won fourth; and Renee Diaz of Tolleson, Ariz., took fifth prize.

New education coordinator, *SLMQ* editors named by AASL

Anne Costello, former assistant dean for adult and continuing education at Chicago City-wide College, was appointed coordinator of professional development and continuing education in the American Association of School Librarians (AASL) June 13.

Costello, who earned her BS in applied psychology at Loyola in Chicago, had spent more than seven years at the city-wide college as student advisor, community projects director, and assistant dean.

In May AASL announced the appointment of Judy Pitts and Barbara Stripling as editors of its official journal, *School Library Media Quarterly* (*SLMQ*). Pitts and Stripling are school library media specialists at Fayetteville (Ark.) High School and formerly edited *Arkansas Libraries*. "We hope to continue the high quality of *SLMQ* that Marilyn Greenberg has fostered," Stripling said.

Board adopts staff policies

At its meeting July 10, the ALA Executive Board adpoted three personnel policies recommended by its Personnel Committee in Executive Document 6:

The Sexual Harassment Policy defines the behavior and provides guidelines for handling complaints.

The AIDS Policy specifies that HIV-infected employees shall be allowed to continue work as long as they are able and do not pose a safety or health threat. The policy applies to all employees with catastrophic diseases.

In accordance with the City of Chicago "Clean Indoor Air Ordinance," the ALA Headquarters Smoking Policy prohibits smoking on the premises except in designated areas.

Binding institute Sept. 16–17

"New Directions in Library Binding: Life after 'Class A'" is the institute to be presented by the Resources and Technical Service Division (RTSD) Preservation of Library Materials Section Sept. 16–17 in Atlanta, Ga.

Participants will learn how to administer, evaluate, and improve their operations to provide an effective, preservation-conscious binding program. The curriculum will focus on providing sound guidelines for using binders' services under the *Library Binding Institute (LBI) Standard for Library Binding* (1986).

For information, call JoAnn King, RTSD, at Headquarters. Registration fees are $200 for ALA and SOLINET members; $250 for others.

Task force investigates rising costs of serials

An RTSD task force representing a variety of library associations began work at Annual Conference to deal with the problem of soaring serials costs. The newly formed Task Force on Economics and Availability of Library Materials is chaired by Columbia library school Dean Robert Wedgeworth.

Task force members include representatives from the Association of College and Research Libraries, the Association of Research Libraries, the American Association of Law Librarians, the National Library of Medicine, the National Library of Canada, the North American Serials Interest Group, and two serials subscription firms, EBSCO and the Faxon Company.

Task force members are now gathering data and will meet at Midwinter Meeting to start mapping strategy to participate in national and international discussions, investigations, and actions relating to the availability, economics, and distribution of library materials.

Conference on cassette

A complete set of cassette tapes of the 1988 ALA Annual Conference in New Orleans at $1,974, or 89 individual programs ranging from "Information Power: How to Attain It, Use It, and Pass It On" at $27.98 to Lou Harris' "Hot Topics and All that Jazz," at $13.95, may now be ordered from ACTS, Inc. Request an order blank listing all the tapes from ACTS, Inc., 14153 Clayton Rd., Ballwin, MO 63011 (314-394-0611).

Less Access wins again

"Project Censored," the 12th annual media research effort, named the ALA Washington Office publication *Less Access to Less Information By and About the U.S. Government*, as one of the 10 most undercovered news subjects of the year.

A national panel of media experts selected the top 10 most overlooked stories in 1987 from a total of 25 submitted by researchers in a Sonoma State University seminar. "The corporate monopolization of information sources, combined with the Reagan Administration's ongoing mania for secrecy, significantly reduced the flow of information to the American people last year," Project Director Carl Jenson said. *Less Access* was also named to last year's list.

Correction. Diane R. Chen won a 1988 David H. Clift Scholarship of $3,000. (*AL*, June, p. 532).

Call for poster proposals

The Association of College and Research Libraries invites proposals for poster sessions at the ACRL Fifth National Conference in Cincinnati April 5–8, 1989. Authors are urged to submit abstracts only if they can make their own presentations. Call ACRL for an offical entry form (800-545-2444, ext. 291; in Illinois, 800-545-2455). The ACRL Poster Session Review Panel will make the selection Dec. 15. The quality of the research, program, or project as presented in the abstract will be the main factor for acceptance.

LAMA/PAS launches Staff Development Clearinghouse

The Library Administration and Management Personnel Administration Section (LAMA/PAS) recently launched a clearinghouse for library staff development policies, programs, and training materials in the ALA Headquarters Library. Librarian Emily Melton can provide a list of existing documents.

Currently, the Staff Development Clearinghouse holds more than 30 different samples of policies or programs. Three documents at a time are available for loan or reproduction via an ALA-approved Interlibrary Loan form. Reimbursement for postage costs must be absorbed by the requesting library and may be sent directly to the Headquarters Library by check or postage stamps. Photocopied documents of noncopyrighted works of fewer than 50 pages cost 15 cents per page prepaid by check in addition to postage and handling.

The LAMA/PAS Staff Development Committee, which originated the clearinghouse, urges libraries of all types and sizes to send copies of policies, programs, or training materials relating to staff development issues and activities to Randy Wilson, c/o Parlin-Ingersol Library, 205 W. Chestnut, Canton, IL 61520.

LITA conference Oct. 2–6 offers various opportunities

The Second National Conference of the Library & Information Technology Association (LITA) to be held in the Boston's new John B. Hynes Memorial Convention Center Oct. 2–6 allows participants to follow subject "tracks" or choose from six technology seminars, 40 technical sessions, and six all-day workshops. The theme is "Effective Technology, Excellent Service: Putting the Pieces Together."

Steven R. Lerman, director of Project Athena at MIT, and Harvey Wheeler, Martha Boaz Distinguished Research Professor at the

University of Southern California, will deliver keynote speeches. The conference will feature exhibits of the latest products and services, "showcases" demonstrating actual uses of new technologies, new product reviews, and open houses at the libraries and technology companies in the Boston area.

For a preliminary program or other information, call LITA at Headquarters, 800-545-2433; in Illinois, 800-545-2455.

Berger seeks candidates

President-elect Patricia Wilson Berger, chair of the Committee on Appointments, is looking for applications and nominations of members to serve on ALA committees. The Committee on Appointments, which is advisory to the president-elect of ALA, is made up of the 11 division presidents-elect.

The committees are: Accreditation, *American Libraries* Editorial Advisory, Awards, Chapter Relations, Conference Courtesy Resolutions, Constitution and Bylaws, Instruction in the Use of Libraries, Office for Library Outreach Services Advisory, Office for Library Personnel Resources Advisory, Membership, National Library Week, Research, Standards, ALA/Association of American Publishers, ALA/Children's Book Council, and ALA/Society of American Archivists Joint Committee on Library-Archives Relationships.

Each application should include a brief summary of qualifications and the name of the committee.

Send nominations by Oct. 15 to: Patricia Wilson Berger, Chief, Information Resources & Services Division, National Bureau of Standards, Gaithersburg, MD 20899.

Rhode Island library school wins ALA accreditation

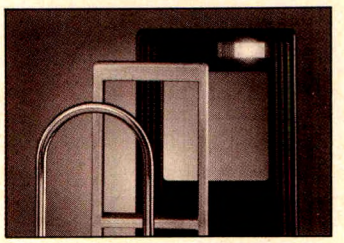
At the 1988 Annual Conference, the ALA Committee on Accreditation took action to initially accredit the University of Rhode Island library school program and continue the accreditation of four other graduate library programs under the 1972 *Standards for Accreditation.*

The University of Rhode Island Graduate School of Library and Information Studies, established in 1963, has an enrollment of 150 and is directed by Elizabeth Futas. The program leads to the first professional degree, the master of library and information science.

The four reaccredited programs are: Master of Science in Library Science, College of Library Science, Clarion University of Pennsylvania; Master of Library Science, School of Library and Information Science, North Carolina Central University, Durham; Master of Library Service, School of Communication, Information, and Library Studies, Rutgers University; and Master of Library Science, School of Library Science and In-

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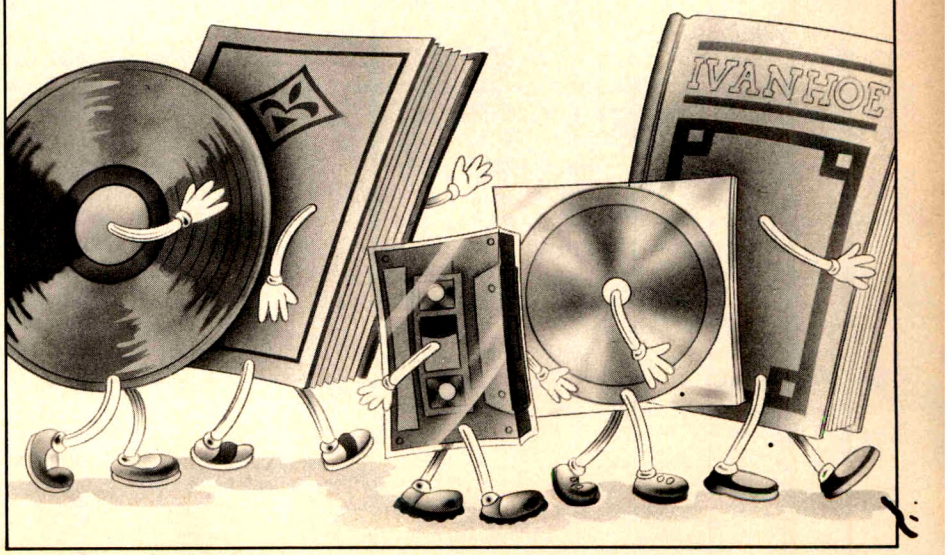
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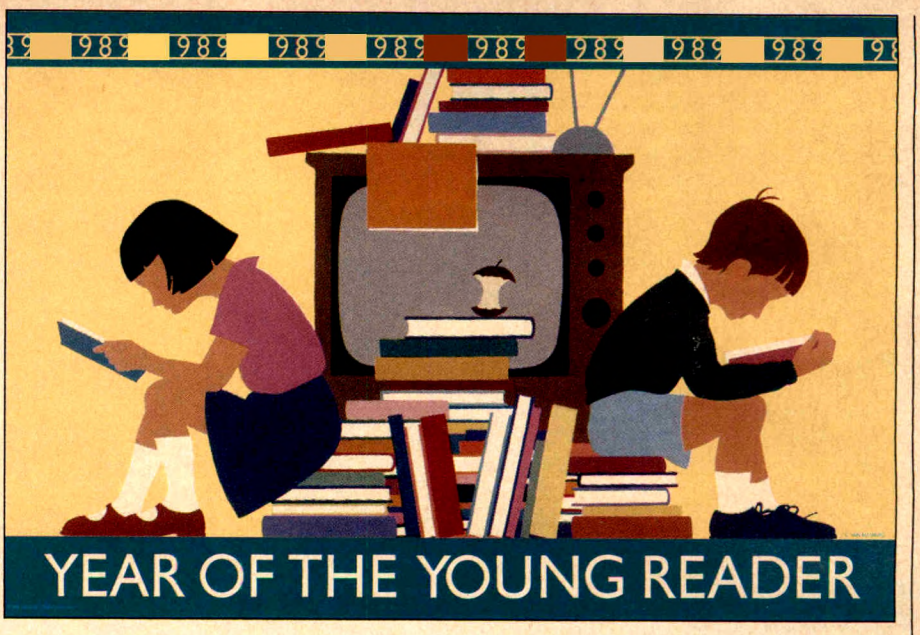
structional Technology, Southern Connecticut State University, New Haven.

Committee nominations due

ALA Council's Committee on Committees seeks applications and nominations for the following Council Committees: Intellectual Freedom, International Relations, Legislation, Library Education, Minority Concerns, Organization, Orientation, Pay Equity, Planning, Policy Monitoring, Professional Ethics, Program Evaluation and Support, Publishing, Resolutions, and Status of Women in Librarianship.

Each application or nomination should include a brief summary of qualifications and committee name. The Committee on Committees will review all nominees, searching for expertise, experience, or interests relevant to committee work. Geographic balance, type of library, and other representational issues will also be considered in making appointments

Send nominations by Oct. 15 to: Patricia Wilson Berger, Chief, Information Resources & Services Division, National Bureau of Standards, Gaithersburg, MD 20899.



Van Allsburg poster now available for 1989

Noted children's illustrator Chris Van Allsburg has created the American Library Association's poster commemorating "1989—Year of the Young Reader." The 30-by-20-inch full-color graphic is $6 from ALA Graphics, 50 E. Huron St., Chicago, IL 60611. Orders of less than $20 must be prepaid.

The Year of the Young Reader is a national observance organized by the Library of Congress to encourage, emphasize, and celebrate reading for young people. Other ALA materials for the Year include a banner for outdoor or indoor display and plastic bookbags. For a catalog, write ALA Graphics.

ala unit offerings

Academic Status: Statements and Resources, developed by the Association of College and Research Libraries (ACRL) Academic Status Committee. 58 pages, $6.50 to ACRL members, $7.20 to ALA members, $8 to others, from Order Dept., ALA (0-8389-7233-0).

AIDS, bibliography by the Association for Library Service to Children. Pamphlet, 50 cents with stamped, self-addressed envelope or $20 for 100 copies from ALA Graphics, 50 E. Huron St., Chicago, IL 60611.

Annual Reports for College Libraries, CLIP Note #10, compiled by Kenneth J. Oberembt, ACRL College Libraries Section CLIP Notes Committee. 135 pages, $17 to ACRL members, $18 to ALA members, $20 to others from Order Dept., ALA (0-8389-7219-5).

Binding Terms: Thesaurus for Use in Rare Books and Special Collections Cataloguing, ACRL Rare Books and Manuscripts Section Standards Committee. 37 pages, $8.50 to ACRL members, $9 to ALA members, $10 to others, from Order Dept., ALA (0-8389-7210-1).

Elementary School Librarians: Partners in Excellence in Science Education, written and produced by Alleen Pace Nilsen and distributed by ALA Video. 16 minutes, VHS, Beta, 3/4-inch, $60 (0-8389-2083-7).

Federal Grants for Library and Information Services: A Selective Guide, by Shari L. Weaver, ALA Washington Office. 50 pages, $5 and a mailing label from ALA Washington Office, 110 Maryland Ave., N.W., Washington, DC 20002.

Less Access to Less Information By and About the U.S. Government: X, A 1988 Chronology: January–June. 20 pages, $1 and a mailing label, from ALA Washington Office, 110 Maryland Ave., N.W., Washington, DC 20002.

The Librarian's Video Primer: Establishing and Maintaining Your Video Collection, produced for the ALA-Carnegie Video Project by the Georgia Library Video Association. 21 minutes, VHS, Beta, 3/4 inch, $79.95 from ALA Video, ALA (0-8389-2085-3).

New Views: America's Libraries, ALA/OCLC Research Partnership. $20 for 20 copies.

Notable Books, *Best Books for Young Adults*, and *Notable Children's Books*. Pamphlets, 100 of any title for $20, ALA Graphics, ALA.

Preservation Education Directory, 1988 ed., compiled by Susan G. Swartzburg, Resources and Technical Services Division (RTSD) PMLS Education Committee. 30 pages, $5 from RTSD Publications (0-8389-7225-X).

Provenance Evidence: Thesaurus for Use in Rare Book and Special Collections Cataloguing, ACRL Rare Books and Manuscripts Section Standards Committee. 24 pages, $7 to ACRL members, $8.10 to ALA members, $9 to others, from Order Dept., ALA (0-8389-7239-X).

Spring 1988 ALA Video/Library Video Network, a catalog written by Ruth Ann Jones and designed by Ellen Scanlon. Free from Ruth Ann Jones, Marketing Dept., ALA.

Your Old Books, by Peter VanWingen, ACRL Rare Books and Manuscripts Section. 14 pages, $1 with self-addressed stamped envelope, $20 for 50 pamphlets, from "Your Old Books," ACRL, ALA.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

Current Research for the Information Profession 1987/88, Library Association. 420p., $100, AP: Q (0-85365-838-2, ALA order code L838-2) Published by Library Association (U.K.) and distributed exclusively in the U.S. by ALA Publishing Services.

Great Library Promotion Ideas IV: JCD Library Public Relations/Award Winners and Notables, 1987, Sandra A. Scherba and John W. Berry, eds. 62p., $11.95, AP: ABCDIJ (0-8389-3363-7).

Growing Pains: Helping Children Deal with Everyday Problems through Reading, by Maureen Cuddigan and Mary Beth Hanson. 208p., $17.50, AP: ABCDGH (0-8389-0469-6).

Libraries in the United Kingdom and Republic of Ireland, 1988, Ann Harrold. 170p., $23, AP: QRT (0-85365-897-8, ALA order code L897-8). Published by Library Association (U.K.) and distributed exclusively in the U.S. by ALA Publishing Services.

Short Story Writers and Their Works: A Guide to the Best, by Brad Hooper. 72p., $14.95, AP: ABCDEFIJ (0-8389-0485-8).

1988 winners receive awards at Annual Conference

More than 100 outstanding library leaders received ALA awards, citations, grants, and scholarships at Annual Conference in New Orleans July 9–14. Some of the winners were announced in earlier issues of *American Libraries* (Feb., p. 93; March, p. 173; April, p. 318; June, p. 530 and 532; and July/August, p. 621). Other winners:

AASL ABC-CLIO Leadership Development Award of $1,750: The School Library Media Section of the New York Library Association.

AASL Baker & Taylor President's Award of $3,000: Margaret I. Rufsvold, professor emeritus, Indiana University library school.

AASL Follett Software Co. Microcomputer in the Media Center Award of $1,000 to a librarian and $500 to a media center: Linda Carol Hartman, Truman Elementary School, Kansas City, Mo., media specialist.

AASL Scholastic, Inc., Bill Backer Memorial Continuing Education Grants of $250 each: Barbara J. Burgess, Hogan Elementary School, Marshalltown, Ia.; Deborah Levitov, Pershing Elementary School, Lincoln, Nebr.; Grace E. Stamper, Municipal Schools, Springer, N.M.; and Joie E. Taylor, Columbus, Nebr.

AASL Frances Henne Award of $1,250 donated by the R. R. Bowker Co.: Jane Louise Thomas, Lake Travis, Tex.

AASL SIRS Distinguished Library Service Award of $2,000 for School Administrators: Ralph E. Ricardo, Ascension Parish School Board, Donaldsonville, La.

AASL SIRS Intellectual Freedom Award of $2,000: Nancy Quesada Moreno, Austin (Tex.) Independent School District.

ACRL Academic Librarian of the Year Award of $3,000 donated by Baker & Taylor: ALA Past President Edward G. Holley, University of North Carolina/Chapel Hill.

ACRL ISI Doctoral Dissertation Fellowship of $1,000; Sarla Murgai, University of Tennessee/Knoxville.

ACRL ISI Samuel Lazerow Fellowship of $1,000: Carol M. Kelley, Texas Tech University.

ACRL-LAMA-LITA-RTSD Hugh C. Atkinson Memorial Award of $2,000: Richard M. Dougherty, University of Michigan.

ACRL Miriam Dudley Award of $900 for Bibliographic Instruction: Sharon A. Hogan, Louisiana State University.

ACRL K. G. Saur Award of $500 for best *College and Research Libraries* article: "Librarians and Faculty Members: Coping with Pressures to Publish," by Robert Boice, Jordan M. Scepanski, and Wayne Wilson in *C&RL*, November 1987, p. 494.

ACRL Katherine Kyes Leab and Daniel J. Leab *American Book Prices Current* Exhibition Catalogue Awards: *The Larder Invaded: Reflections on Three Centuries of Philadelphia Food and Drink* and *35 Receipts from 'The Larder Invaded'* by the Library Company of Philadelphia and the Historical Society of Pennsylvania, tied with *Time: the Greatest Innovator* from the Folger Shakespeare Library. Also *Marianne Moore: Vision into Verse*, Rosenbach Museum and Library, and *The Virgin & the Witch*, Harvard Law School Library.

ALSC Bound to Stay Bound Books Scholarship Awards of $1,500 each: Birgit Nicolaisen, Binghamton, N.Y., and Susan Valtfort, Santa Fe, N.M.

ALSC Frederick G. Melcher Scholarships of $4,000 each: Lisa Griest and Jeffrey Dufty.

ALSC Putnam & Grosset Group Awards of $400 each: Katherine Louise Kan, Aiea Public Library, Pearl City, Hawaii; Lesly Ann Kaplan, Lynnwood Banch Library, Marysville, Wash.; Cynthia M. Olsen, San Bernardino (Calif.) Library; and Timothy R. Wadham, Dallas PL.

ALSC Fiftieth Anniversary National Banner Contest Awards of $100 and $50 worth of Bound to Stay Bound, Inc. Caldecott books each: Lawrence Country Day School, Hewlett, N.Y., second graders and teacher Mariel Stephenson for depicting *The Snowy Day*, by Ezra Jack Keats; and St. Patrick's School, Jacksonville, Fla., fifth grade boys and Librarian Norma Davis for *The Polar Express*, by Chris Van Allsburg.

ALTA ALA Trustee Citations: Jane Norcross, Atlanta, Ga., and Francis H. Naftalin, Minneapolis, Minn.

ALTA Literacy Award: Richard C. Torbert, Friends of Libraries USA, and Tyrone Bryant, Broward County (Fla.) Library System.

ALTA Major Benefactors Honor Role Award: Rhoda Krasner, Denver Public Library, and Fred K. Darrah, Little Rock, Ark.

ASCLA Francis J. Campbell Citation: James G. Chandler, College Park, Md.

ERT Donald W. Kohlstedt Awards: Mysterious Press (single booth category), UMI (multiple), and F.W. Faxon Co. (island).

Federal Librarians Round Table Achievement Award: Anne A. Heanue, ALA Washington Office.

FOLUSA Baker & Taylor Friends of the Library Awards of $500 each: Friends of the LSU Library, Friends of the Atlanta Fulton County PL, and Evanston (Ill.) Library Friends.

GODORT James Bennett Childs Award: Patricia Reeling, Rutgers University.

CIS GODORT "Documents to the People" Award of $2,000: Agnes Ferruso, LC.

Readex GODORT ALA Catherine J. Reynolds Award of $2,000: Sheila H. Nollen, Macomb, Ill., and Steven D. Zink, University of Nevada/Reno.

ALA Grolier National Library Week Grant of $1,000: Kentucky Library Association.

IFRT John Phillip Immroth Memorial Award for Intellectual Freedom: Elliot and Eleanor Goldstein of SIRS, Inc.

IFRT Eli M. Oboler Memorial Award of $500: *Choosing Equality: The Case for Democratic Schooling*, ed. by Ann Bastian (Temple University Press, 1986).

IFRT State Program Award of $1,000 funded by SIRS, Inc.: New York Library Association Intellectual Freedom Committee and Intellectual Freedom Round Table.

IRC Bogle International Library Travel Fund Grants of $300 each: Robert K. Bruce, ALA-USIA Library Fellow, Jakarta, Indonesia; Ann Kelsey, County College of Morris learning resource center, Randolph Township, N.J.; Maria Otero-Boisvert, University of Nevada/Reno Library; Carolyn A.W. Snyder, Indiana University/Bloomington Libraries; and Betty L. Tsai, Bucks County Community College Library, Newtown, Pa.

IRC John Ames Humphry/Forest Press Award of $1,000: Joel C. Downing, U.K.

3M JMRT Professional Development Grants: Joan Jobson, Dallas Public Library; Nancy Palma, Lock Haven (Pa.) University Library; and Linda Scott, Manhattan (Kans.) PL.

JMRT EBSCO Scholarship of $1,000: Janice Pardoe, University of California/Berkeley.

LAMA John Cotton Dana Public Relations Awards donated by the H.W. Wilson Company. In the academic and consortia categories: McGoogan Library of Medicine, Omaha, Nebr.; University of Texas/Arlington; Montana's Libraries, Bozeman.

In the public library category: Alameda County Library, Haywood, Calif.; Dauphin County Library System, Harrisburg, Pa.; East Brunswick (N.J.) PL; Farmers Branch (Tex.) Manske Library; Greenville County (S.C.) Library; John C. Hart Memorial Library, Shrub Oak, N.Y.; Louisville (Ky.) Free PL; Middle Country PL, Centereach, N.Y.; Orange County (Calif.) PL; San Francisco PL, and Sierra Madre (Calif.) PL.

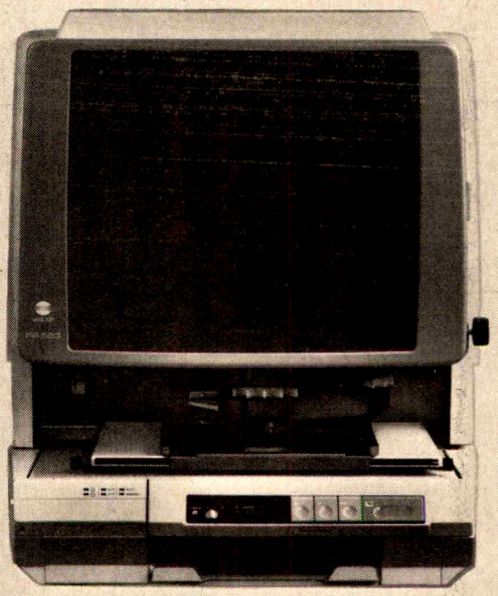
In the school, service, and special library categories: Kenmore West High, Buffalo, N.Y.; Cargill Information Center, Minneapolis, Minn.; and RAF Upper Heyford Base Library, England.

LHRT Justin Winsor Prize Essay Award of $500: Brother Thomas O'Connor, St. Mary's College of California, for "Library Service to the American Committee to Negotiate Peace and to the Preparatory Inquiry, 1917–1919."

LITA CLSI Scholarship in Library and Information Technology of $1,000 (announced in August): Walter Stine, Ashland, Ore.

LITA Gaylord Award of $1,000 for Achievement in Library Information and Technology: Bar-

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bara E. Markuson, Indiana Cooperative Library Services Authority.

LRRT Jesse H. Shera Award of $500 for Research: Danny P. Wallace and Bert R. Boyce for the paper, "Holdings as a Measure of Journal Value."

MAGERT Honors Award of $25: Ralph E. Ehrenberg, Library of Congress.

PLA Allie Beth Martin Award of $3,000: Daniel O. Robles, Santa Paula (Calif.) PL Dist.

RASD Dartmouth Medal: *Encyclopedia of Religion* (Macmillan), Mircea Eliade, editor-in-chief.

RASD Facts on File Current Affairs Grant of $1,000; Chicago PL Social Science and History Dept. for its Noonline Program.

RASD Margaret E. Monroe Adult Literacy Services Award: Jane K. Hirsch, Montgomery County (Md.) PL (retired).

RASD Isadore Gilbert Mudge Citation: James R. Rettig, College of William and Mary.

RASD Reference Service Press Award of $500: Elfreda A. Chatman, author of "Opinions Leadership, Poverty, and Information Sharing," *RQ*, Spring 1987, p. 351–53.

RASD John Sessions Memorial Award: Southern Labor Archives, Georgia State University, Atlanta.

RTSD Margaret Mann Citation: Ben R. Tucker, Library of Congress.

RTSD Esther J. Piercy Award: Karen Markey, University of Michigan library school.

RTSD Resources Section Blackwell North America Scholarship Award of $1,000: Joe A. Hewitt and John S. Shipman, for "Cooperative Collection Development Among Research Libraries in the Age of Networking: Report on a Survey of ARL Libraries," *Advances in Library Automation and Networking*, Vol. 1, 1987. The University of North Carolina/Chapel Hill library school receives the award.

RTSD Serials Section Bowker Ulrich's Serials Librarianship Award of $1,500; Marjorie E. Bloss, OCLC.

SRRT Coretta Scott King Awards: Mildred D. Taylor for her *The Friendship* (Dial, 1987) and John Steptoe for his illustrations in *Mufaro's Beautiful Daughters: An African Tale* (Firebrand Books, 1987).

SRRT Gay Task Force Gay Book Award: Joan Nestle, author of *A Restricted Country* (Firebrand Books), and Randy Shilts, author of *And the Band Played On: Politics, People, and the AIDS Epidemic* (St. Martins Press).

YASD Baker & Taylor Conference Grants of $750 each: Barbara A. Carmody, Renton, Wash., and Gloria L. Rhodes, Oceanside, Calif.

YASD *School Library Journal* Author Award of $1,000: S.E. Hinton, for *The Outsiders* (Viking, 1967, Dell, 1986,) and three later books. □

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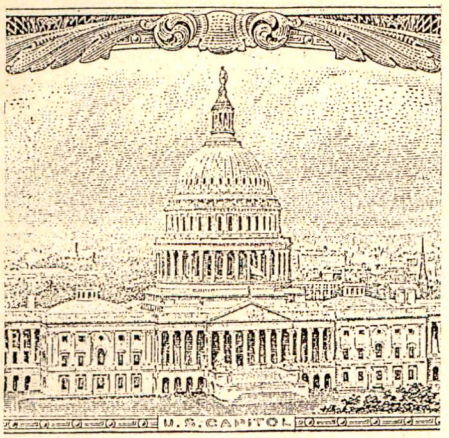
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1989 ALA Midwinter Meeting

Washington, D.C.–January 7-12

Hotel Reservation Form and General Information



ALA's 1988 Midwinter Meeting will be held in Washington D.C., home of our nation's capitol. Headquarters hotels will be the Sheraton Washington and the Omni-Shoreham. All meetings and other midwinter events will be located in the properties listed on page two.

The distance between Washington Dulles International Airport and the downtown hotels is about a 35 minute ride when traffic is normal. National Airport is about 20 minutes from the heart of the city. Cabs operate on an economical zone fare system, beginning at $1.80 per person, per zone (subject to change) with modest surcharges for extra persons and afternoon rush hour. Buses depart from the airports approximately every 30 minutes.

Hotel Reservations

All housing requests should be sent to the ALA Housing Department, 1575 Eye St. N.W., Ste. 250, Washington, D.C., 20005. Reservations will be accepted from September 1 to December 7, 1988. After December 7, 1988 housing assignments will be made on the basis of availability and not necessarily at the published rates. Rates are quoted for the room (not per person) and all rooms will be assigned on a first-come first-served basis. All reservations must be made by mail using this form.

The Bureau will acknowledge receipt of room reservations and send confirmations as soon as possible. Please note that a first night's deposit or credit card guarantee is required in advance by the listed properties. Please do not send a deposit or credit card guarantee until after you have received the hotel's confirmation, which will specify the required deposit. A written request to cancel or change accommodations must be received by the ALA Housing Department by December 5, 1988. After that time, contact the assigned hotel directly.

Airline Reservations

T.V. Travel, Inc., the official travel agency for the ALA, is offering special negotiated discounts on United Airlines of 40% off coach fare, or 5% off the lowest available fare, whichever is lower. A negotiated rate with Midway Airlines of 35% off coach fare, or 5% off the lowest available fare is also being offered. Attendees must purchase tickets within 24 hours of booking for the lowest fares, and at least 7 days in advance for the 40% and 35% discount.

The lowest fares are non-refundable, and do not allow any changes once issued. Penalty charges for changing or canceling also apply on the seven day advance tickets. You will also receive $150 thousand in free flight insurance when booking your trip with T.V. Travel, Inc.

For information and reservations, call toll free 1-800-826-9682: in Illinois, 312-899-1112, Monday through Friday, 7:45 a.m.-6:30 p.m. CST. Ask for group reservations for ALA Midwinter.

Exhibits

The exhibits will be located in Halls A, B, and C of the Sheraton Washington Hotel. Full information and application forms will be mailed to exhibitors currently on the mailing list from the ALA Conference Arrangements Office during the first week of September. Exhibitors who have not received the material by mid-September may write to: Midwinter Exhibits, ALA Conference Arrangements Office, 50 E. Huron St., Chicago, IL 60611.

The exhibits will open Saturday, January 7, at 11 a.m. and close Tuesday, January 10, at 2 p.m. Daily hours are 11 a.m.-5 p.m., Saturday, Sunday, and Monday, January 7, 8, 9, and 10 a.m.-2 p.m., Tuesday, January 10.

Librarians from the area, whether attending the Midwinter Meeting or not, are invited to visit the exhibits. Free badges are available by writing: Exhibits Registration Badge, ALA Conference Arrangements Office, 50 E. Huron St., Chicago, IL 60611. Please include a stamped, self-addressed envelope and specify the number of free admissions desired. Please note that badges are not available after December 1, 1988 and are valid only for admission to the exhibits, and not meetings. Exhibit visitors badges will be available on site for a $5 fee.

Meetings

Please make special note of the following:

- President's Program-will be held Sunday, January 8, from 3-5 p.m. Details will appear in a future issue of *American Libraries*.
- Program Evaluation and Support Committee/Planning and Budget Assembly-joint meeting is scheduled for Saturday, January 7, 2-4 p.m.
- Executive Board-Meetings of the ALA Executive Board are scheduled for Saturday, January 7, 9-11 a.m.; Tuesday, January 10, 2-4 p.m.; and Thursday, January 12, 9-11 a.m.
- Annual Conference Program Committees-The final meeting of the 1989 Dallas Conference Program Committee will be held Monday, January 9, 8-10 p.m.
- ALA Council-meetings will be held Monday, January 9, 9-11 a.m.; Tuesday, January 10, 9-11 a.m.; and Wednesday, January 11, 9:30 a.m.-12:30 p.m. An additional Council Orientation Session, followed immediately by the information meeting of the Council and Executive Board, will be held Sunday, January 8, 9:30 a.m.-12:30 p.m.
- Candidate's Forum-scheduled for Monday, January 9, 4:30-5:30 p.m.

Council Resolutions/Rules/Information

Guidelines for preparing resolutions to go before Council will be printed in the Midwinter Meeting Program. Those who wish to receive an advance copy of the guidelines may write: Council Secretariat, ALA Executive Office, 50 E. Huron St., Chicago, IL 60611. Advance copies of rules of conduct for ALA Council meetings are also available on request.

Placement Center

Placement services will be provided by the ALA Office for Library Personnel Resources in the Omni Shoreham Exhibition Hall. Hours of operation are: Saturday, January 7, 12 noon -5 p.m.; Sunday, January 8, 9 a.m.-5 p.m.; Monday, January 9, 9 a.m.-4:30 p.m.; Tuesday, January 10, 9 a.m.-2 p.m.

Although registrations will be accepted at the Meeting, job seekers and employers are strongly urged to pre-register. The deadline for pre-registration is December 15, 1988. To request forms, available after September 30, 1988, write: OLPR/ALA, 50 E. Huron St., Chicago, IL 60611. Please indicate whether you are an employer or a job seeker. For one copy, please enclose a self-addressed, stamped envelope (#10) if possible. Enclose mailing labels for multiple copies.

Interviewing facilities will be provided. Employment policy prohibits the acceptance of job listings which bear discriminatory specifications in respect to race, creed, age, color, sex, or national origin. A salary range must be listed.

Job seekers and employers will be able to purchase the completed Midwinter

continued on page 722

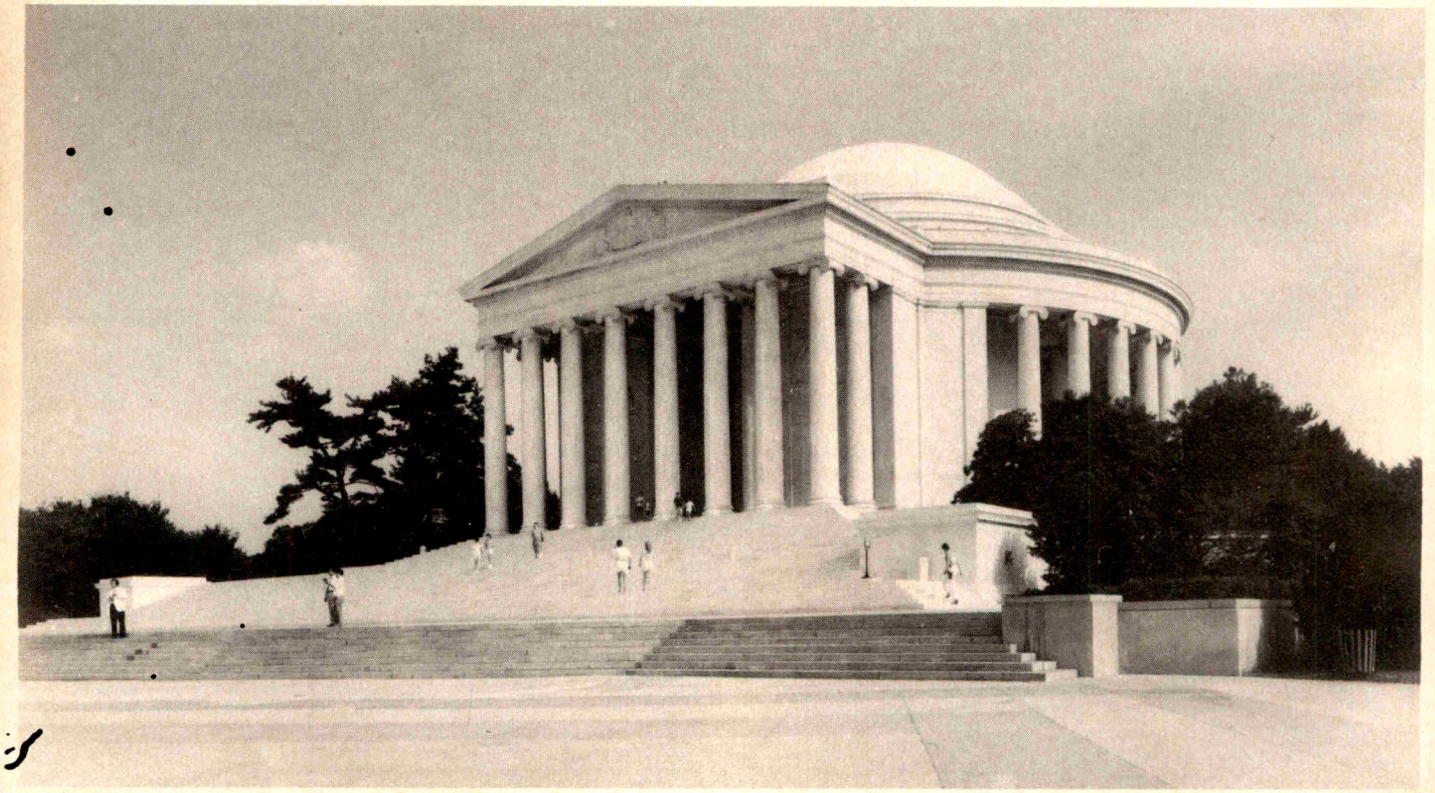
Application for Hotel Reservations

ALA Midwinter Meeting, Washington, D.C.
January 7-12, 1989

Key	Hotel/Motel	Single Occupancy	Double Occupancy Twin 2 beds, 2 persons Double 1 bed, 2 persons	3rd person	Suites P & 1	Suites P & 2
A)	Embassy Row	$ 75	$ 90	$105	–	–
B)	Mayflower					
	Standard	$ 75	$ 75	$ 90	$200	$275
	Deluxe	$ 89	$ 89	$104	–	–
C)	Ramada Renaissance	$ 75	$ 75	$ 85	–	–
D)	Sheraton Washington (joint headquarters)	$ 85	$119	$129	$200-$1500	
E)	Omni-Shoreham (joint headquarters)	$ 85	$119	$129	$250-300	$450-800
					mini-suites $160	
F)	Washington Hilton	$ 85	$110	$130	$200 and up	
	Tower Rooms	$150	$170			

Notes: P & 1 = parlor and 1 bedroom, P & 2 = parlor and 2 bedrooms. Separate cots not always available in rooms for 3-4 persons; inquire directly. All room rates subject to 10% city tax and a $1 occupancy tax, per room, per night. Most major credit cards accepted by participating properties at this writing. Free ALA shuttle bus service to and from participating properties. First night's deposit or credit card guarantee required; housing bureau will send confirmation of housing request which will specify deposit amount. Parking available at all properties for registered guests; inquire directly for fees.

See facing page for Hotel Room Reservation Form



ALA Midwinter Meeting, Washington, D.C.
January 7-12, 1989

Hotel Room Reservation Form

Mail to: ALA Housing Department
1575 Eye St. N.W., Ste. 250
Washington, D.C. 20005

Hotel Choices:
1st _____
2nd _____
3rd _____
4th _____
5th _____
6th _____

☐ Room must be suitable for handicapped

Accommodation & Rates Requested:

☐ Single (1 person, 1 bed)	$_____
☐ Double (2 persons, 1 bed)	$_____
☐ Twin (2 persons, 2 beds)	$_____
☐ Triple ☐ Quad	$_____
☐ Parlor & 1 bedroom	$_____
☐ Parlor & 2 bedrooms	$_____

If none of my choices is available, in accepting another assignment I am more concerned with location ☐ rate ☐

Please print or type (bracket those sharing a room)

Name	Address	Arrival Date/Hour	Departure Date

DO NOT send checks to the Housing Bureau.

1) To obtain your reservation please send deposit directly to hotel.
2) Please make all changes and cancellations in writing to the Housing Bureau. After December 5, 1988, contact the hotel directly.

- **Telephone requests not accepted.**
- **Please print or type all items to assure accuracy.**
- **Complete each part below in detail for correct and rapid computer processing.**
- **Actual confirmation will be sent by the bureau.**
- **Photocopy this form if more than three rooms are required.**

☐ Charge to my credit card.
☐ VISA ☐Am Exp ☐ MasterCard

_ _ _ _ _ _ _ _ _ _ _ _ _ _ _ _
Card Number

Expiration date

Authorized signature Date

Instructions: Complete requested data using abbreviations as necessary. RESERVATION CUTOFF DATE: DECEMBER 7, 1988

(NAME OF PERSON REQUESTING ROOMS)

(LAST NAME) (FIRST)

(NAME OF COMPANY OR FIRM)

(STREET ADDRESS OR P.O. BOX NUMBER)

(CITY) (STATE) (ZIP – USA)

(COUNTRY) (AREA CODE) (PHONE NUMBER)

Meeting job seeker and job listing forms by classification category (e.g. type of library or function) or whole sets which will be mailed from the meeting site. Therefore, job seekers and employers will want to file applications for this expanded service regardless of whether or not they are planning to attend the Midwinter Meeting. For a price list and further information contact OLPR at the above address.

Child Care

ALA will reimburse the charges expended on child care to any registered parent for each day of the Midwinter Meeting, January 7-12. This covers only child care in the parent's hotel room or other residence in the Midwinter Meeting city and does not include charges for children's food or transportation, or transportation or gratuity for the sitter or service. Parents may contact their hotel child care center/babysitting service where it is available, or select one from the classified telephone directory.

Reimbursement forms (which will be available at the ALA registration counter) must be signed by the individual performing the child care services and presented by the parent to the registration desk by noon Wednesday, January 11.

Interpreting Services

The ASCLA/LSSPS Library Service to the Deaf Forum is coordinating interpreting services for the deaf and hard-of-hearing. Those who wish to use the service may send a list of meetings they will attend to ASCLA/LSSPS/LSDF for review by December 1, 1988. A list of interpreted meetings will be available in early January and will be so identified in the Program. For more information contact: ASCLA Interpreting Services, 50 E. Huron St., Chicago, IL 60611.

Registration

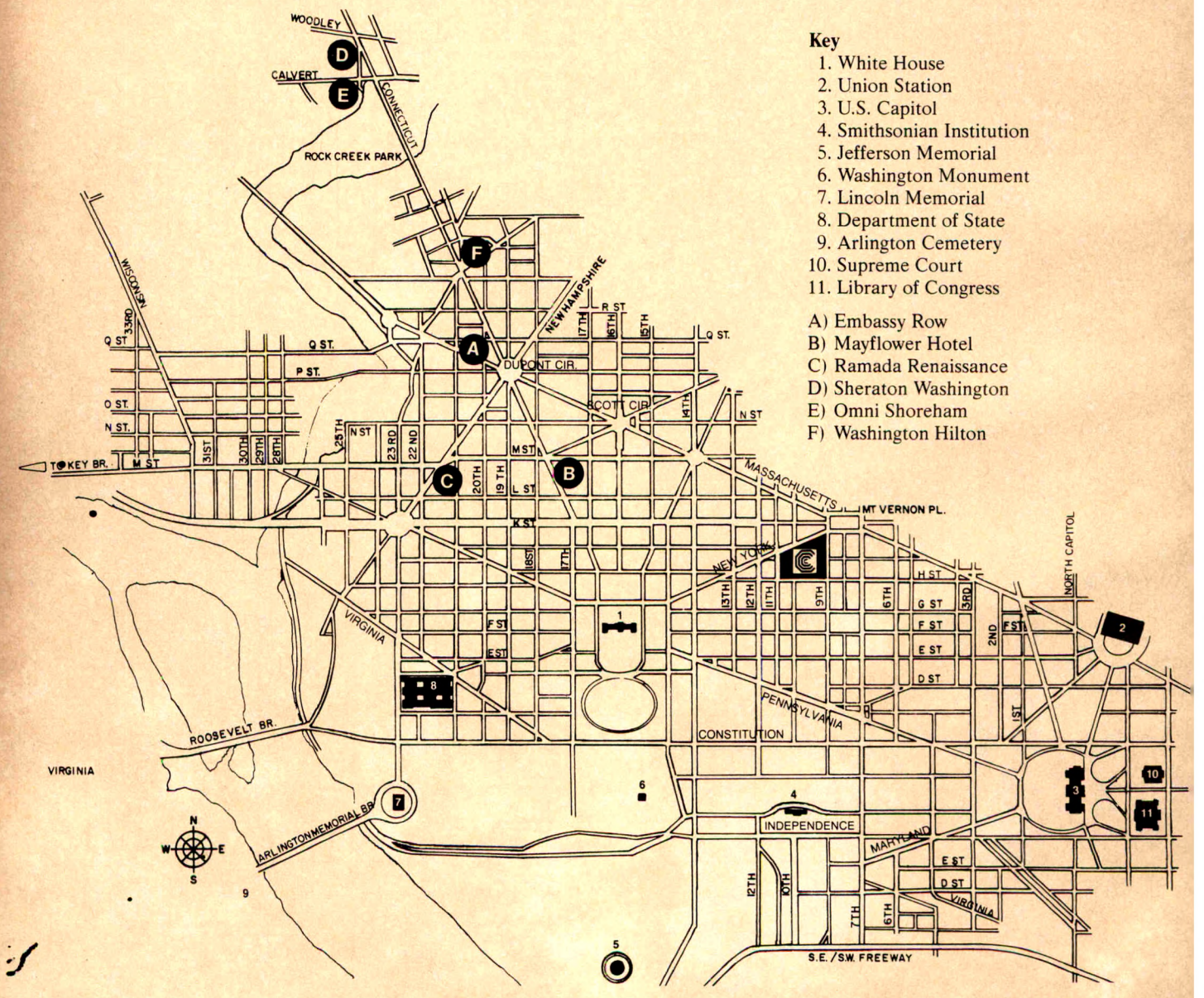
Registration will begin at the Sheraton Washington Convention Registration desk, Friday, January 6, at 10 a.m.

Registration fees for the week are: $45 for personal members, $95 for nonmembers, and $10 for full-time library school students. Daily registration fees are: $25 for personal members, $50 for nonmembers, and $5 for full-time library school students. (Institutional memberships do not qualify for the personal registration fees of $45 and $25.)

Midwinter Meeting Policy

By adoption of the January 1966 report of the Special Committee to Study the Midwinter Meeting, the ALA Council has determined that the Midwinter Meeting continues to be essentially a working meeting of the Council and of committees and boards of official ALA units; that there be no programs, general business, or membership meetings of the divisions, sections, or round tables except as a limited number of program meetings, institutes, conferences, or workshops may be specifically authorized by the ALA Executive Board.

By Council action at its 1971 Midwinter Meeting, and as amended by Council at the 1971 Dallas Conference it was, "Voted, that it be the established policy of the American Library Association that all meetings of the Association be declared open to all members and to recognized members of the press, with closed meetings being only for discussion of matters affecting privacy of individuals or institutions."



Key

1. White House
2. Union Station
3. U.S. Capitol
4. Smithsonian Institution
5. Jefferson Memorial
6. Washington Monument
7. Lincoln Memorial
8. Department of State
9. Arlington Cemetery
10. Supreme Court
11. Library of Congress

A) Embassy Row
B) Mayflower Hotel
C) Ramada Renaissance
D) Sheraton Washington
E) Omni Shoreham
F) Washington Hilton

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McNAUGHTON

The Charge of the Library Brigade

Recruits to the profession are being misled by "wildly improbable" reports of a librarian shortage

by J.C. Bennett

"...Forward, the Light Brigade!
Was there a man dismayed?
Not though the soldier knew
Someone had blundered:
Theirs not to make reply,
Theirs not to reason why,
Theirs but to do and die:
...Noble six hundred!"

THESE LINES FROM TENNYson's "Charge of the Light Brigade" sadly depict both the job market for new library professionals and the state of the profession's knowledge of it. Applications from newly graduated librarians continue to stream in for most well-advertised jobs in public and academic libraries; meanwhile, ALA and others are making wildly improbable statements about the supposedly numerous opportunities for library school graduates due to the alleged shortage of librarians, creating false illusions throughout the library world. Prospective students are urged to arm themselves with accredited degrees and charge into the library world; however, far fewer of them than expected will find positions at the level for which they are equipped.

Last fall's annual article on placement by Carol Learmont and Stephen Van Houten[1] is one of the more blatant examples of librarianship's self-delusion. Statistics presented show that only 57 percent of 1986 graduates of accredited library schools have been documented as having found permanent professional positions, and only 6.7 percent as having found temporary professional positions. In addition, only 59 percent of those with permanent professional positions are known to have found their jobs within 90 days after receiving their degrees.

In other words, according to the statistics the authors themselves present, less than 34 percent of the 1986 graduates can be documented as having been placed in permanent professional positions (the jobs they were trained for) quickly. Yet, on the strength of such flimsy data and the assurance of unnamed placement officers, Learmont and Van Houten make the sweeping statement that "in major metropolitan areas there are many more jobs than qualified people to fill them."



Marcel Durocher

Whom do these people think they're fooling? Apparently ALA, which distributed free copies of the Learmont and Van Houten article at the 1988 Midwinter meeting in San Antonio. In light of the statistics presented, the article's assertion that more jobs are open than MLS-holders exist to fill them is simply ridiculous.

An abundance of applicants

Qualified applicants abound for well-advertised positions in most areas of librarianship. To substantiate this, I telephoned a number of libraries that have advertised nationally for entry-level professionals in the past year-and-a-half.

The results were overwhelming: an entry-level college reference/technical services position in Pennsylvania, advertised at the time Learmont and Van Houten were gathering their statistics, yielded over 60 applications from MLS-holders, almost half of whom also held second masters' degrees. A cataloging/adult services job advertised in 1988 for a medium-sized public library in Massachusetts brought 34 qualified applications. A university in Montana received over 25 qualified applications for a beginning reference job in 1987. A small subscription library in South Carolina had between 30 and 40 candidates with MLS degrees for an entry-level cataloging job. At our university library in rural New Mexico a job ad for entry-level reference librarians produced over 65 qualified applicants, including many with second masters' degrees and some with doctorates.

Further, the number of job-seekers appears to be rising, not falling: George Lawson, the director of the Ames (Iowa) Public Library, told me that the 50 qualified applications his library received for a beginning reference position is more than his library has had in several years. The only area getting fewer applicants seems to be children's librarianship; otherwise, it seems that libraries seeking entry-level personnel need only advertise their plight nationally. Their problems will soon be solved.

There are, in fact, many professional library positions advertised in national publications. However, most employers state that they either require or desire two or more years of experience. Few libraries, especially those in need of professionals in technical services, are willing to hire a non-experienced librarian.

The ads add up

To demonstrate this, I examined the library and library-related positions advertised in random issues of *American Libraries, Library Journal, College and Research Libraries News, School Library Jour-*

J.C. Bennett, a 1987 library school graduate, is assistant professor of library science and collection development at Eastern New Mexico University in Portales.

nal, and the *Chronicle of Higher Education*. I selected a random issue of each title from different months in early 1988.

Of the 336 positions advertised, 208 (61.9 percent) required previous experience, and 88 (26.2 percent) desired or preferred applicants with previous experience. Only 40 jobs (11.9 percent) declared themselves entry-level or gave no indication of necessary experience.

To encourage those without at least a great deal of preprofessional experience to enter an MLS program, as both ALA and the library community at large are doing, is naive and dangerous. To actively recruit "the best and the brightest" undergraduates with no experience to attend library school, as has recently been emphasized,[2] is simply to add futility to frustration.

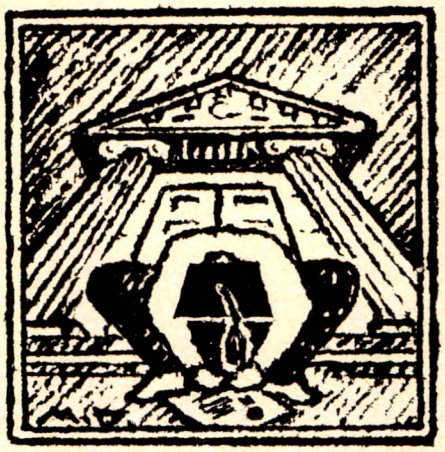
It must be admitted that a few major public libraries in the nation's largest cities actively recruit professional librarians. However, they often don't succeed in filling positions simply because they don't pay enough for their librarians to live on. The New York Public Library offers beginning librarians less than $24,000 per year—hardly a living wage in New York City. The fact that many positions are open in large metropolitan areas is by no means an indication that not enough librarians exist to fill those positions; rather it is a clear sign that most beginning librarians, many with student loan payments awaiting their paychecks, simply cannot afford to live on the salaries offered there.

A profession that specializes in the spreading of accurate information appears unable to spread accurate information about itself.

Faulting the "Fact Sheet"

In addition to circulating the Learmont and Van Houten article, ALA hasn't exempted itself from producing misleading remarks of its own. A "Fact Sheet" distributed by the ALA Public Information Office at last year's Annual Conference in San Francisco concludes that cataloging is an area of librarianship for which a shortage of professionals is "expected to continue through the end of the century," citing a 1985 study showing that 56 percent of vacant cataloging positions are open seven months or more.

Few libraries, especially those in need of professionals in technical services, are willing to hire a nonexperienced librarian.



Since, as shown above, qualified entry-level catalogers are by no means in short supply, the obvious explanation for the long vacancies is that many libraries are slow about going through the motions of deciding to fill an opening, advertising it, evaluating applicants, interviewing, and finally hiring—a process which, taking into account the slowness of many city, university, and school district administrators, routinely takes over seven months. This isn't explained in the "Fact Sheet," of course.

At best, the authors of the circular demonstrate a serious lack of knowledge of the job market; at worst, they are consciously creating false illusions for prospective recruits, using half-truths and glossy surfaces to make the library field look far more attractive than it otherwise would.

Propaganda from professors

Such pap has a devastating effect on the library community. Library school professors, understandably anxious to fill their classes and keep their jobs, refer early and often to the supposed lack of librarians and the need to train more and more of them.

Before I received my MLS in the spring of 1987, professors told me on many occasions that I would have no trouble finding a job; that since I had a second master's degree and was seeking a cataloging position, I "should be able to find a job in any area of the country I pleased at any salary I wanted"; that "there are so few librarians seeking jobs that libraries needing professionals have to take what they can get"; and that "libraries interview applicants, but applicants interview libraries at the same time," implying that new librarians seeking jobs are blissfully free to pick and choose. And, realistically, why shouldn't library professors make such statements? The major professional organization has already pronounced them true.

Librarians spread misinformation

The irony of all this is extreme: a profession that specializes in the spreading of accurate information appears unable to spread accurate information about itself. Conditions are admittedly better for library graduates now than they were a decade or so ago, but they hardly constitute a seller's market. There are many jobs available for experienced librarians, but to generalize this to beginning professionals is obviously erroneous. ALA and some of its members seem to have taken it upon themselves to whip up a frenzy of public relations-style fantasy that market reality simply cannot match.

As a field that claims to be a "helping" profession—one which supplies data, assists in research, and makes useful information readily available—librarianship in general and ALA in particular should recognize a duty to perform less self-promotion with dubious information, and to work at discovering reality about itself. Someone has blundered. As a result, many graduates have launched a frontal assault into a market which cannot support them all. Someone at ALA needs to be brave enough to admit the error, and to lead both the organization and the profession in picking up the pieces. □

Notes

1. Learmont, Carol, and Van Houten, Stephen. "Placements and Salaries 1986: An Upswing." *Library Journal*, 112 (Oct. 15, 1987), 27–34.

2. Budd, John M. "The Best and the Brightest." *Library Administration and Management*, 2 (March 1988), 103–104.

Cross-age tutoring works wonders

Enthusiasm proves contagious to poor readers

by Katie Wieland Dombey

THERE HAS BEEN A LOT OF talk about illiteracy among Americans who have gone through the educational system in this country and still are not able to read well. Programs are available for such adults, as we all know. But how about avoiding the problem by heading it off at the pass?

The spacious new Porter Public Library of Westlake, Ohio, houses an all-out effort to reach first- and second-graders who have lost their enthusiasm for school because they fell behind in reading. The idea is for volunteers who think reading is fun and important to convey these feelings to young students. On Tuesday and Thursday mornings in the summer, and any weekday from 3 to 5 in the afternoon during most of the school year, you will find members of the Reading Team engrossed in reading to each other.

Volunteers range in age from six to 80, and, by the time this issue of *American Libraries* goes to press, more than 100 volunteers will have helped some 160 students to catch up with their classmates.

We had not thought about having elementary-age volunteers, but several latchkey children—mostly fifth and sixth graders who can walk here from their school—saw adults reading with young students and wanted to volunteer, too. Some of them have become our best tutors. Because we have trained so many, no one who wants to read is turned away.

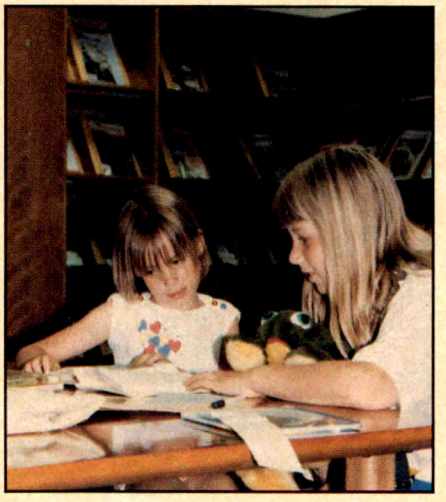
Porter's Reading Team differs considerably from the tutoring program detailed in *American Libraries'* October issue, p.786. Our teams pair volunteers of all ages with elementary students, primarily first-graders, year-round; whereas the initial "My Turn" program was funded, and teen tutors were paid to help junior high students with their homework during the school year.

We limit the summer sessions to six weeks to allow for vacations. During the school year, Reading Teams may meet the number of times they wish; they may start or stop whenever they want to or think they've finished. Most meetings are Monday through Thursday, after school.

Kathryn Wieland Dombey has been an adult/young adult services librarian at Porter Public Library in Westlake, Ohio, for four years.

Matching tutor to pupil

The good news is that the age or sex of the volunteer doesn't matter. We consult parents for their suggestions, but in one case where the parents were sure their son needed a teen, an eager senior citizen established immediate rapport with him. They have been working happily together for months and plan to resume this month.



Volunteer Sara Christy watches young student read, keeping puppet nearby to enliven the session.

Before coming to Porter Public Library, I was an afternoon children's librarian presenting 14 story hours weekly for kindergarten, first, and second grades in an elementary school. I noticed the gradual decline of interest in checking out books on the part of at least two or three students in each class as the school year progressed. This, in spite of their apparent enjoyment of the stories and positive attitude of their teachers. At the time, I was taking an education graduate course and had written a paper about peer tutoring.

Mornings were spent in a high school library. Seeing so many goof-offs there made me wonder if these students had gotten off to a poor start in elementary school.

The first opportunity to bring these ideas together came in spring 1986 at Porter PL, when I was given the go-ahead to try a tutoring program for teens who would work with students just finishing first grade.

How the trial program worked

The library staff launched our trial program in the summer of 1986. We called it the Teen Reading Team. The following sequence of events set it moving.

Late April. We made calls to the Westlake Board of Education administration and school principals to inform them of our cross-age tutoring intentions. All were enthusiastic.

Early May. First letters sent to elementary and high schools. The next week, follow-up phone calls were made.

Mid May. Forms sent to teachers to give to "students who would benefit from extra reading opportunities." These were brought home to parents.

Late May. Meeting at Westlake High School for prospective volunteers.

Later May. Forms began to come in from parents. The day after school was out, we conducted training sessions in the library main meeting room. Student assignments were made—most decided to work with two students in consecutive time slots. Volunteers received printouts of their students' interests, guidelines on how to conduct their tutoring, and a tour of the library pointing out desirable quiet spots for reading. Finally, the volunteers examined and selected books for the first session.

The next Tuesday and Thursday. Teen Reading Teams checked in, collected their books and folders, and departed to *read.*

The basic session

The tutoring session is simplicity itself. The child reads for 15 minutes; the volunteer reads for 10. Then they record and discuss what has been read and choose books for the student to take home or read the following week. We keep sessions brief to accommodate the attention spans of the youngsters.

Implementing the program takes a good bit of organization, but it can be made to run itself. Paperwork is made easier by using a computer with a printer, a database program for booklists and rosters, and a word-processing program for letters and

forms. New forms are sent to elementary principals in October, February, and May.

Some of the things we worried about turned out to be no problem: one was the noise level. To date, we have not had one complaint. Any comments made by passers-by in the library have been favorable and have often led to the questioners themselves volunteering their services as tutors.

Although we began by working with students who had finished first grade, the program expanded to include second graders and a few older students who need reading help.

Evaluations tell the story

Evaluations from parents at the end of the summer sessions have provided poignant comments on the program: "Bobby is trying harder and now completes a book"; "Mary has more confidence and is more interested in reading"; and, perhaps the most touching, "Michael no longer cries when he reads."

Volunteer evaluations have been enthusiastic, too. Several tutors in one of the programs suggested the sessions be continued every year.

One of the reasons the program has been so successful is that we firmly recommend that the tutored children take books home each week and read aloud to their families every day. We also advise parents to have their children read ephemeral items to them, things they encounter in their daily activities. Examples we offer: recipes, street signs, cereal boxes—anything at all with writing on it.

It would have been nice to be able to schedule high school under-achievers with their young counterparts, but our school officials advised us to begin recruiting tutors from the Student Council and National Honor Society. Student Council members took the information to their homerooms, thus opening the program to all teens. We have had a great variety of students. One senior said that he had decided to volunteer because he had had so much trouble with reading as a young child. Certainly, not all were top students, although many were.

Westlake is an upscale, rapidly growing suburb of Cleveland, with many families from other countries. Some volunteers as well as some of their young students are first-generation Americans whose parents are still learning English.

In library school, we all heard a lot about public library-school cooperation. This is it—and it is great!

Tips to guide volunteers

In recruiting volunteers for a school-year program, a sign on the library bulletin board, an announcement in the schools, a press release to local papers, a call to the local Office on Aging—all of these will probably produce more volunteers than you need. Have everyone fill out a volunteer form of some sort, receive training, and a sheet with helpful guidelines. Here are some excerpts from ours:

- Be on time, with books ready—and keep track of time.
- Sit so both reader and listener can see book pages.
- Be slow to correct mistakes. See if child notices first.
- Give enough praise.
- If more than five words are missed on the first page, the book is too difficult.
- Aim for privacy. Avoid the Children's and Reference areas.
- Try using puppets, riddle or joke books (793) or amusing poetry (810)—Shel Silverstein is a favorite.
- Have child practice writing something: a thank-you note, a story, a poem.

For copies of forms or help of any kind, please contact Katie Dombey, Porter Public Library, 27333 Center Ridge Road, Westlake, OH 44145; 216-871-2600. □

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action exchange

Dialog and ILL; constructing registration numbers

Q. What libraries take advantage of full-text articles available on Dialog or elsewhere for interlibrary loan purposes? How do they deal with the costs? When do they use Dialog rather than borrow from another library? *Charlene C. York, Reference Librarian, William T. Jerome Library, Bowling Green State University, Bowling Green, OH 43403* (*AL*, Feb., p. 131).

A. Although no patrons have requested full-text retrieval, we are prepared to do it at cost as the subject and databases allow. An article printed immediately via Dialog can cost $5–$25, depending on transmission time and royalty charges, while an interlibrary loan photocopy costs a minimum of just $2, but takes 10 days to two weeks. Lack of a subscription, an immediate publisher's deadline, availability of research funding, or a classroom assignment resulting in theft or mutilation might be factors in deciding on full-text searching. Cost of full-text online is the responsibility of the patron or the research account. *M. J. Kreitzburg, Head of Bibliographic Instruction and Library Reference, University of Pittsburgh/Johnstown, Schoolhouse Rd., Johnstown, PA 15904.*

A. The California State University Stanislaus Library uses the full-text feature on Dialog as well as Dialorder to supplement regular interlibrary loan service, absorbing all costs. We use Dialog when it seems the most efficient way to get material quickly. While most of our interlibrary loan transactions are between libraries, the availability of Dialog and Dialorder has added a needed dimension to our service. *Paula J. Crawford, Reference Librarian, California State University, Stanislaus, 801 W. Monte Vista Ave., Turlock, CA 95380*

Q. How do nonautomated libraries construct unique patron registration numbers for use in checking out materials? *Julie E. Hansen, Cataloger, Oskaloosa Public Library, South Market and 2nd Ave. W., Oskaloosa, IA 52577* (*AL*, April, p. 259).

A: Before we automated, we used a number system for annual renewals and type of patron. During FY 1986–87, for example, we used 870001–874000 for adult residents, 874001–875000 for resident youth aged 16–17, 875001–877000 for resident children age 6–15, 877001–878500 for nonresidents, 878501–879000 for community college nonresidents, and 879001–879500 for nonresident literacy. We have a nonresident fee, necessitating a separate schedule. By using numbers this way, we knew our client base at a glance. A separate numbered log was kept with name and address for overdue notices. The application card was filed alphabetically. Overdue notices went quickly since we didn't have to pull and refile patron application cards. *Dale Ricklefs, Director, Round Rock Public Library, 216 E. Main St., Round Rock Public Library, Round Rock, TX 78664.*

A. Small libraries can use the year followed by a dash followed by the next available number to assign unique patron registration numbers, ie., 88–001, 88–002. This is especially helpful when checking expiration dates.

Libraries using Gaylord Model B and C book chargers can get cards with a number embossed in the lower left corner, but they can be hard to read. Gaylord also makes rag stock cards with metal inserts.

Records need to be kept by number and by patron name to avoid duplication. We keep a third file in numerical order, with information on overdues, fines, and invalid card numbers. *Ellen Bell, Library Director, Washington County Public Library, 615 Fifth Street, Marietta, OH 45750*

Q. I have been unable to find books dealing with the subject of huck weaving, which the Library of Congress calls "huckaback darning." Any suggestions of article citations would also be appreciated. *Lucy Wilde, Humanities Reference, Kansas State University Libraries, Manhattan, KS 66506.*

A. *Huck Embroidery,* Ondori Publishing Company Staff, Japan Publications, 1982 (0-87040-519-5) is the only book identified in OCLC, *Books in Print,* and the LC catalog. Chapters on huck weaving, a popular Swedish and Danish form of needlework, can be found in *Mary Thomas' Embroidery Book* (Dover Publications 1984); *Batsford Encyclopedia of Embroidery Techniques,* Gay Swift (Batsford Publications, London, 1984); and *Needlework Stitches,* Barbara Snook (Crown 1974). Five articles in *Creative Crafts* (April 1979, February and December 1980, and August 1981) and *Workbasket,* May 1981, are listed in *Readers' Guide* 1982–88 and *Magazine Index* 1959–88. The Embroiderer's Guild of America and the National Standards Council of American Embroiderers may provide further information. *Julie M. Mueller,* Booklist *contributor, Embroiderer's Guild of America member.*

Over to you

1. Our state traffic officials prohibit library road signs on federal and state highways despite the Federal Highway Administration's *Manual on Uniform Traffic Control Devices.* How do your traffic officials react? (La.)

2. What libraries use a software program to keep track of nonprofessional staff attendance records? (Mo.) What public libraries provide computers and software programs for their patrons? What charges are passed on to the user? (Ark.) Has any shut-in service automated the record of books read by patrons? What program did you use? (Ont.) What libraries are using spreadsheet and database management systems in their space planning efforts? What information is included? (N.J.)

3. What small or medium-sized community college has used the Spine-Marking Method of weeding successfully? (Mass.)

Please send replies to Action Exchange

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive $10 for each reply published. Q's & A's become American Libraries' property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

Items in this month's Collections, Info Briefs, Publicity, Instruction, and Systems sections were written for AL *by Tom Wall, head of the Chicago Public Library's Professional Library.*

collections

Thirst Quencher's papers to Johns Hopkins. The papers of Abel Wolman, the champion of safe public drinking water who was once termed the "Thirst Quencher" by the *New York Times*, have been donated to Johns Hopkins University's Special Collections Division. Wolman has been on the faculty at Johns Hopkins for over 50 years and received his degree from the University in 1913.

The Wolman papers, amounting to some 55 cubic feet, trace both his career and his tenure at Hopkins. Wolman has served as a consulting engineer or advisor for many U.S. agencies, including the Atomic Energy Commission and the Tennessee Valley Authority. He served as chairman of the National Water Resources Board, and countries throughout the world have employed him as a consultant. He has also spoken and written widely on the topics of sanitary engineering and water resources.

Those interested in using the Wolman collection should contact the Special Collections Division, Milton S. Eisenhower Library, The Johns Hopkins University, Baltimore, MD 21218.

Revealing LC's resources. *The History of Books: A Guide to Selected Resources in the Library of Congress* describes research opportunities at the LC in the area of the history of books. Rather than focusing on individual authors or texts, author Alice Schreyer chooses to give attention to groups of materials. The scope is limited to the Western printed book.

The illustrated volume consists of two sections. The first describes pertinent LC collections in the Manuscripts Division and the Rare Books Special Collection Division. The second contains narrative essays on relevant collections within LC. *The History of Books* also contains hundreds of references to articles, pamphlets, and books that describe the library's collections.

The 221-page volume is available for $15 from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (0-8444-0536-1). Mail orders should include stock number 030-001-00117-2.



***This pen-and-ink drawing for the front cover of a 1883 edition of Mark Twain's* Life on the Mississippi *is among the treasures from LC's collections described in* The History of Books.**

Nutty chooses a college. Children's writer Dean Hughes has donated the manuscripts of his books to the Children/Young Adult Research Collection at Central Missouri State University. The donation consists of nine manuscripts, and Ophelia Gilbert, director of the Research Collection, says Hughes's future publications will also be included. The manuscripts include handwritten and typewritten drafts, rewrites, revisions, and word-processed copy.

Hughes, a former English professor at Central Missouri, cites the university's annual Children's Literature Festival and its directors (Ms. Gilbert and Phil Sadler, associate professor of children's literature) as two factors influencing his decision on where to donate the manuscripts. However, the deciding factor was that Nutty, the star of four of his novels for young adults, lives in Warrensburg, Mo.—also the home of Central Missouri State.

Hymnal collection goes to Tabor. A collection of nearly 3,000 hymnals has been donated to Tabor College by the family of the late Paul Wohlgemuth.

Wohlgemuth had been collecting hymnals since 1956, when he was a doctoral student in musical arts at the University of Southern California. Although Wohlgemuth purchased many of the items from used and rare book dealers, some for as little as 10¢, most of the collection was assembled from donations. The 2,800 items place the collection among the five largest in the U.S.

The Wohlgemuth Hymnal Collection contains music from 25 denominations. It includes such valuable items as a 1779 Dutch psalter book, an 1832 first edition Lowell Mason oblong tune book, and a 1917 edition of Salvation Army War Songs compiled by Evangeline Booth, daughter of Salvation Army founder William Booth. The most valuable item was retained by the family, however: a 1580 Geneva Bible with a



"Nutty" novelist Dean Hughes cites Ophelia Gilbert (right), director of the Children/Young Adult Research Collection, as a factor in his donating his manuscripts to Central Missouri State University.

Sternhold-Hopkins psalter attached. The psalter is the earliest known hymnal in English.

Ron Kuehl, Director of Institutional Advancement at Tabor, would like to see the collection grow. "It will be an open collection, and we'd like to see it expand. We encourage people to continue to donate hymnals to the collection."

Find your roots in American libraries. Genealogist/librarian P. William Fibly has compiled a *Directory of American Libraries with Genealogy or Local History Collections*. The directory, arranged by city and state, covers nearly 1,600 libraries in the U.S. and Canada.

Each entry consists of a response to a two-part questionnaire sent to the libraries by Fibly. Fifteen questions are answered in the first section, each designed to inform the user of a different aspect of the library and its holdings. Examples include information about the collection, the staff (e.g., is there a trained genealogist), the availability of resources, whether fees are charged, if the collection is on RLIN or OCLC, and whether there are any published indexes to the collection. The second section identifies whether any of 26 specific books and sets or nine periodicals are in the collection.

The 319-page volume is $75 from Scholarly Resources Inc., 104 Greenhill Ave., Wilmington, DE 19805-1897 (0-8420-2286-4, 87-37109).

Children's books to Pitt. The University of Pittsburgh's Elizabeth Nesbitt Room has been presented by Mrs. Charles Covert Arensberg with a gift of 274 historically notable children's books. Mrs. Arensberg noted her strong ties with both the University of Pittsburgh and western Pennsylvania as reasons for choosing the Nesbitt Room as a permanent home for the collection.

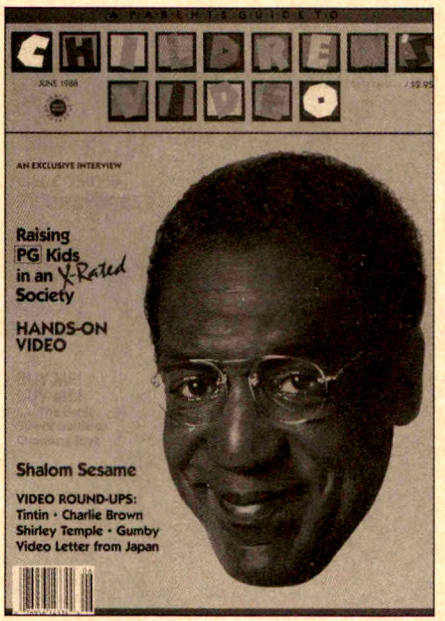
The collection contains the work of a number of fine illustrators, including Walter Crane, Gustave Dore, Howard Pyle, Nielsen, and Arthur Rackham. There are also many first editions and out-of-print materials.

Housed in the university's School of Library and Information Science Library, the Elizabeth Nesbitt Room serves as a resource center for the development of children's literature. The room is also the repository for the archives of the "Mister Rogers' Neighborhood" TV series.

UCLA's television trove. The University of California at Los Angeles has received a donation of television history materials from former *San Francisco Chronicle* television critic Terrence O'Flaherty. The collection, which spans O'Flaherty's career at the *Chronicle* from 1949 through 1986, consists of numerous media. Included are some 60,000 photographs, 2,500 press kits, and 516 books. O'Flaherty's 12,000 television reviews will be added at a later date.

The collection may be "the largest and most complete collection of television artifacts," says Professor Raymond Fielding of the University of Houston, who assessed the collection. He adds that it "may be larger and more complete than any in public archives, as well." The Terrence O'Flaherty Television Collection has been appraised at $200,000. It is now part of the Theater Arts Library at UCLA. The newly opened Southern Regional Library Facility will house the collection.

video



Media magazine. The editors of *Children's Video* say that their new magazine "may be the most important parenting publication you buy during your child's formative years." In addition to reviews of video programs (called "the most inclusive listing of quality kidvid I've seen" by the *Whole Earth Catalog*), the first two issues included exclusive interviews with Maurice Sendak and Bill Cosby, articles on videomaking for youngsters and interactive video, and other features. $14.97 for six issues ($19 in Canada) from *Children's Video*, 225 Varick St., New York, NY 10014.

Industrial health hazards are the focus of three recent videotapes produced by the Environmental Protection Agency.

TSCA: Balancing Risks and Benefits explains the Toxic Substances Control Act, which controls industrial chemicals in the environment. *Reducing the Risks of PCBs* deals with the EPA's regulation of Polychlorinated Biphenyls, describing the effects of PCBs on health and the environment, and explaining disposal and recordkeeping requirements. *Don't Blow It!* tells the potential health dangers from exposure to asbestos in brake dust and shows step-by-step methods to control the hazards.

Prices of the tapes vary from $16.50 to $24.60 according to length (10 to 15 minutes) and format (VHS, Beta I or II, or 3/4-inch). For details, write Color Film Corporation, Video Division, 770 Connecticut Ave., Norwalk, CT 06854 or phone 800-882-1120. A few loan copies are also available by calling the Toxic Substances Control Act Hotline at 202-544-1404.

SAT on VHS (and Beta). *The SAT Prep Video* is a two-hour interactive instructional videotape designed to prepare high school students for the Scholastic Aptitude Tests.

The tape uses high-tech sound and graphics to teach familiarity of test design, budgeting of time, guessing strategies, and other test-taking techniques designed to increase SAT scores. A toll-free 800 number is provided to answer questions about the tape material or the SAT in general.

The SAT Prep Video, which comes with a teacher's manual and five 70-page workbooks, is $99 plus $2.50 shipping in VHS or Beta from Concord Video, 7506 N. Broadway, Suite 505, Oklahoma City, OK 73116 (800-222-2811).

Health videos on free loan. Ten new health-related video programs are available on free loan from the Walter J. Klein Company, Ltd. The titles, offered in VHS, Beta and 3/4-inch video formats, as well as on 16mm film, are *From Here to There* (about infant restraints in cars), *To Save a Life* (about donating blood), *Your Life Is in the Balance* (about teen nutrition), *The National Skin Care Quiz*, *Life Continues* (about organ donation), *Get Fit* (about child obesity), *Vertical Disease* (about vitamin E), *The Time of Your Life* (about exercise for senior citizens), *Consumers Want to Know about Diabetes*, and *What Americans Should Know about Asthma*.

To request the programs, or for more information, contact the Walter J. Klein Co., Ltd., 6311 Carmel Rd., POB 2087, Charlotte, NC 28211-2087 (704-542-1403).

instruction

A Nontraditional approach to teaching legal research has been designed by authors Christopher G. Wren and Jill Robinson Wren. An outline and description of the method was detailed in the Winter 1988 *Law Library Journal*.

In "The Teaching of Legal Research," the authors maintain that the conventional instructional techniques have concentrated on describing the characteristics of law books. Such an approach "handicaps" students because it does not explain the steps a researcher must follow. The Wrens are also the authors of *The Legal Research Manual*, which "challenges the traditional bibliographically oriented approaches to teaching legal research" and is based on the approach described in the article.

Reprints of the 54-page article are $3 from Adams & Ambrose Publishing, 1274 South Park St., POB 9684, Madison, WI 53715 (0-916951-19-7).

Chinese students in American libraries. The Chinese-American Librarians Association has published a "how-to" book to assist Chinese students in their use of academic libraries in the U.S.

Author Chiou-sen Chen has targeted library users whose primary language is Chinese in this nifty guide. The text of *How to Use Academic Libraries in the United States* is in Chinese and is designed to introduce the students to basic concepts and vocabulary they are likely to encounter. The book also explains differences between library services in Oriental and American cultures. The 134-page paperback includes an English-Chinese glossary. $7.95, distributed in the U.S. by ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (962-04-591-9).

Getting students to write is the theme of *History: A Student's Guide to Research and Writing*, by Robert Skapura and John Marlowe. Designed primarily for middle and high school students, the manual walks the student through the basics of developing a research paper.

The volume is comprised of six short chapters, each focusing on a specific aspect of the term paper in history. Time-saving tips are provided along with a list of reference titles that can be found in most libraries. The authors attempt to impart to the student that the information is to be gathered, not simply recorded. Single copies of the 42-page paperback are $10 U.S., $12 elsewhere; a set of ten is $30 U.S., $36 elsewhere. Libraries Unlimited, POB 3988, Littleton, CO 80155 (0-87287-649-7, 88-8799).

Library Research in Psychology: *A Student Manual of Information Retrieval and Utilization Skills*, by John H. Morgan, highlights some of the core resources used for research in psychology.

Targeting the beginning college student, particularly the "middle-to-under-achiever," the volume addresses the basics of library use and bibliographic entry. Brief annotations are given for abstracts, indexes, periodicals, and reference sources. To further familiarize the student with the resources, sample pages are included for many materials. 56 p., paper, $6.95 from Wyndam Hall Press, POB 877, Bristol, IN 46507 (0-932269-91-5, 86-050581).

The language of law. *The Legal Research Dictionary: From Advance Sheets to Pocket Parts* provides short, concise definitions for over 200 legal terms utilized in American law.

Compiler Elyse Fox, who is both a lawyer and a law librarian, has not limited the scope of the work to any one aspect of American law. Coverage includes all levels (federal, state, local) and branches (executive, judicial, legislative) of government. Thus, this pocket guide should find a wide audience within the legal profession and libraries. The 4-by-6-inch, 83-page, spiral-bound dictionary is $9.50 U.S., $10 elsewhere (prepaid) from Le-

QUICK BIZ: Recent books on business and economics topics

FINANCIAL PLANNING FOR RETIREMENT

The demand for retirement information has increased as the baby boom generation has matured. Concerns about the adequacy and stability of the Social Security system, the long-term economic picture, and changes in the tax structure have also contributed to this demand. While recognizing the need to plan, many people feel uncomfortable dealing with the complexities posed by financial planning for retirement. The sources presented here are generally understandable to the novice as well as to more experienced retirement planners.

Breitbard, Stanley H. and Carpenter, Donna Sammons. *The Price Waterhouse Book of Personal Financial Planning.* Holt, 1987. $17.95 (0-8050-0387-8).

Includes major section on retirement nest eggs. Its simple approach is marred only by slightly "cutesy" chapter or section titles, such as "Paper Trails to You."

Donoghue, William E. *Donoghue's Investment Tips for Retirement Savings*. Rev. ed. Harper & Row, 1987. Paper, $6.95 (0-06-096148-1).

Besides outlining retirement investment strategies, the ubiquitous Donoghue provides considerable other information, even including a useful guide to medical care payments for seniors. Short and pithy.

Donoghue, William E. and Shilling, Dana. *William E. Donoghue's Lifetime Financial Planner: Straight Talk About Your Money Decisions*. Harper & Row, 1988. Paper, $9.95 (0-06-091461-0).

This source presents Donoghue's "low-risk investment system," which could be very helpful for building retirement income. Donoghue places a much greater emphasis on active investing than the other works listed here. Includes "case histories."

Kaplan, Lawrence J. *Retiring Right: Planning for Your Successful Retirement*. 2nd ed. Avery Pub. Group (350 Thorens, Garden City Park, NY 11041), 1987. Paper, $12.95 (0-89529-365-X).

Very good introduction to the topic. Clearly written, this is especially useful for its understandable explanations of various investment venues, its individual chapter glossaries, and its financial worksheets.

Morse, David Evan. *Retire Rich! Planning a Secure Financial Future*. Franklin Watts, 1987. $19.95 (0-531-15514-5).

Writing in a clear, forthright style, Morse provides the basic facts and figures needed by those planning their retirement. He offers practical advice and takes a conservative approach. Useful also for his discussion of the implications for retirement planning of recent tax reforms.

Shilling, Dana, et al. *Real Life, Real Answers: Earning, Saving, Investing, Enjoying—A Realistic Guide to Managing Your Money*. Arbor House (105 Madison, New York, NY 10016), 1988. $17.95 (0-87795-942-0).

You've seen the commercials; now you can read the book. Based thematically on the John Hancock ad campaign and using similar fictional "real life" vignettes, this source covers the areas outlined in the subtitle. Possibly overemphasizes the benefits of life insurance but still useful.

Vicker, Ray *The Down Jones–Irwin Guide to Retirement Planning*. 2d ed. Dow Jones–Irwin, 1987. $19.95 (1-55623-005-2).

Practical, down-to-earth approach. One of the few such books to provide a decent explanation of tax-sheltered annuities. Includes a good section on retirement tax shelters in general.

Item of the Month

Chapman, Karen J. *Investment Statistics Locator*. Oryx, 1988. $45 (0-89774-367-9).

This book indexes statistical information—such as price-earnings ratios, options, and bond prices—found in 22 standard investment sources. The contents are similar to those in M. Balachandran's *Guide to Trade and Securities Statistics* (Pierian, 1977), although the format in which the entries are presented differs. Since this work indexes 14 titles that are not in the Balachandran *Guide*, the two books complement one another well. Together, they cover a total of 34 investment sources. Librarians unfamiliar with investment terminology will find both sources helpful in directing them to specific kinds of investment statistics.

Priscilla C. Geahigan, column editor

Robert F. Rose, head librarian, Penn State at Erie, Behrend College

gal Information Services, POB 67, Newton Highlands, MA 02161-0067 (0-941991-00-8).

info briefs

Business and legal publications online. *Books and Periodicals Online: A Guide to the Publication Contents of Business and Legal Databases* provides information on over 6,800 publications that are indexed or included in full-text databases.

Following an introduction and explanatory notes by editor Nuchine S. Nobari, the directory is divided into four major sections. The first is an alphabetical listing of the publications that takes up over half of the volume. Each entry contains information about which database covers the publication, a very brief note on the dates of coverage and format (e.g., full-text or bibliographical information), and which vendors carry the database. The second section contains the names and addresses of book and journal publishers. Database producers' and vendors' names and addresses make up the third part, while the final chapter lists the databases and tells which publications they cover.

The 376-page paperbound directory, priced at $125, is expected to be a semi-annual publication. Learned Information Inc., 143 Old Marlton Pike, Medford, NJ 08055 (ISSN 0951-838X).

End-User Searching: *Services and Providers*, edited by Martin Kesselman and Sarah B. Watstein, is designed for all types of librarians (and end-users) confronting the question of end-user services. The guide covers the topic from the standpoint of integrating end-user services into the existing library environment and discusses system options currently available.

The eleven chapters in *End-User Searching* address three key areas. The first three chapters discuss and identify the various factors that bear consideration before initiating an end-user program. The succeeding chapters focus on the services available from BRS, Dialog, H.W. Wilson, and IAC, and describe end-user services in specific subject areas.

The 230-page paperbound volume also includes annotated bibliographies of print materials and a directory of online products and services. $32 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0482-2, 87-37444).

Stats from the feds. Descriptions of machine-readable statistical files maintained by the U.S. government are provided in *Federal Statistical Data Bases: A Comprehensive Catalog of Current Machine-Readable and Online Files*. The 670-page volume, edited by William R. Evinger, is a completely updated version of the *Directory of Federal Statistical Databases* formerly published by the U.S. Department of Commerce.

Listings in the catalog are arranged alphabetically under the appropriate department or agency. Each entry contains a short narrative description of the database, its geographic and time coverage, a note on related files and printed reports, availability information, and contact names. Indexed by database name and subject. $125 in North America, $150 elsewhere from Oryx Press, 2214 N. Central at Encanto, Phoenix, AZ 85004-1483 (0-89774-255-9, 86-42609).

publicity

Promoting I & R. The Community Information Section of ALA's Public Library Association has assembled a collection of promotional examples from various public libraries around the country.

Information & Referral Promotional Samples consists of eight chapters which show the actual promotional samples used. Each section is arranged according to the respective media employed to promote community awareness of library resources. Covered in the chapters are posters, bookmarks, brochures, logos, cards and stickers, news releases, public service announcements, and directories. The 97-page spiral-bound paperback is $20, $18 to ALA members, and $16 to PLA members from PLA/ALA, 50 E. Huron St., Chicago, IL 60611 (0-8389-7227-6).

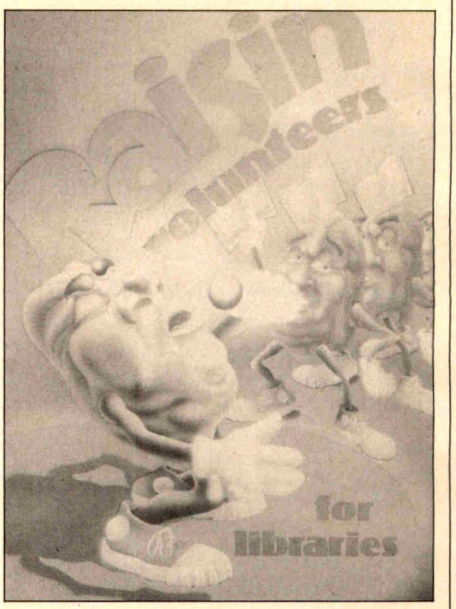


***Detail from a poster publicizing the District of Columbia PL's I&R service. From* Information and Referral Promotional Samples.**

Raisin volunteers. The West Virginia Library Commission has undertaken a fruitful campaign to bring volunteers to their libraries. Using raisins as the motif, a 17½-by-23-inch, full-color "Raisin Volunteers" poster is aimed at recruiting unpaid help for the state's libraries.

The motif is also being used to increase readership among youngsters. The "Raisin Readers" summer program continues the theme in the form of posters, certificates, bookmarks, reading records, and an iron-on t-shirt decal. As more books are read, more raisins are awarded to participants.

The posters are available for $6 each and the "Raisin Readers" packages cost $8 while supplies last. Contact the WVLA, Cultural Center, Charleston, WV 25305 (304-348-2041).



Recruiting volunteers is the raisin d'être of the performers on this poster from the West Virginia Library Commission.

Where is that darn library anyway? Librarians in Connecticut now have an easy means of sending patrons to out-of-town libraries. The Connecticut State Library, through an LSCA grant, has put together an atlas that provides directional assistance to the state's libraries.

The Connecticut Library Atlas provides detailed directions to over 240 libraries throughout the state. Each entry includes maps, most with local detail, and narrative descriptions on how to reach the library of your choice. Directions take into account various routes. In case a patron gets lost, the library's telephone number and director's name are also included.

Although the guide is primarily limited to public libraries, other libraries are welcome to submit directions. Participation is voluntary and libraries are encouraged to update their entries annually. Public libraries that submit entries receive free copies of the atlas. The atlas is $15 bound ($10 unbound) from Region One Cooperating Library Service Unit, 267 Grand St., Waterbury, CT 06702.

Newsletter Nuts and Bolts is a booklet that was developed by the Oak Lawn (Ill.) Public Library for a workshop on public relations. Focusing on mechanics, the 11-page publication discusses the basics of developing and distributing a library newsletter.

The booklet consists of seven short sections discussing various aspects of the news-

letter process. Topics range from identifying the editor to selecting an appropriate distribution system. Other sections cover evaluating, formating, justifying, defining the audience, and scheduling the newsletter.

Copies of the booklet may be obtained by sending a 6-by-9-inch, stamped, self-addressed envelope to Mary Nelson, Oak Lawn Public Library, 9427 S. Raymond Ave., Oak Lawn, IL 60453.

Owner's manual. Patrons at the Rockford (Ill.) Public Library may have a sense of belonging when they visit the library. Realizing that patrons pay taxes or fees to support the library, Community Relations Coordinator Greg Lackner and Director Joel Rosenfeld, with the help of staff and a local designer, have put together an "owner's manual" for the library.

Your Guide to Rockford Public Library contains relevant information on using the library, including an explanation of the library card (which also provides a brief discussion of responsibilities and fines related to circulation) and short descriptions of the various services and features of the library. Some useful tips are given on "how to get the most from your library," accompanied by a short glossary of library terms.

The manual also lists the hours of operation, addresses, and telephone numbers of the service locations. Floor plans round out the 12-page pamphlet. Future inserts are planned to add more detailed information about branch services. For more information contact Greg Lackner, Coordinator of Community Relations at 215 N. Wyman St., Rockford, IL 61101 (815-965-6731).

resources

The Bard, by topic. *The Quotable Shakespeare* gathers 6,516 quotations from the author's plays and poems, arranged under 1,000 diverse topics ranging from *ability*, *absence*, and *abstinence* to *youth*, *zanies*, and *zeal*.

Compiler Charles DeLoach says that each quote he chose for inclusion "had to contain not only a philosophical axiom, a general truth, or a fundamental principle, but also had to be immediately clear in meaning and capable of inspiring or delighting the reader."

The 568-page volume includes a topic index of key words and ideas, a character index subarranged by topic, and a play/poem title index. $19.95 plus $2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-303-9, 87-46384).

Public affairs publications —as well as databases, research centers, clearinghouses, and other nonprint sources—are the basis of a new reference work from Gale Research.

The *Encyclopedia of Public Affairs Information Sources* contains some 8,000 citations to help answer questions or locate information in business and economics, education, government and politics, law, urban studies, and allied disciplines. Nearly 300 subject headings—from abortion and acid rain to zoning and zoos—supplemented by 330 cross-references make it easy to locate sources on a specific topic. Under each heading, citations are arranged by type or format of material (abstract service, bibliographies, directories, periodicals, etc.). 303 p., $125 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-2191-2, 87-25902).

Droll disks. *Comedy on Record: The Complete Critical Discography* lists virtually every comedy album released in the U.S.—some 2,000 in all. Author Ronald L. Smith (editor of *Rave*, a national magazine devoted to comedy) also rates each album on a four-star ("an important album and sure-fire fun") to one-star ("tain't funny, McGee") basis and offers critical evaluations.

The performers covered include radio stars of the '30s and '40s (Jack Benny, Fred Allen), standup comics from the '50s and '60s (Lenny Bruce, Mort Sahl, Bob Newhart), and stars of today (Eddie Murphy, Steve Martin, Lily Tomlin). The work also encompasses musical comics (or comical musicians) from Victor Borge to Spike Jones, comedy groups such as Monty Python and Firesign Theatre, and the unclassifiable (Lord Buckley, Brother Theodore, Wild Man Fischer). Smith's annotations include generous samples of the routines and gags. 742 p., $55 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-8461-6, 87-35969).



Vietnam War Memorials is an illustrated guide to nearly 400 memorials and monuments across the country, such as this bronze sculpture on the North Carolina State Capitol grounds. Authors Jerry and Sandra Strait provide background on the monuments (individuals and organizations involved, fundraising efforts, dedication ceremonies, etc.), as well as some 140 photographs. 240 p., $29.95 plus $2 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-329-2, 87-46385).

systems

Automating the art library. Papers presented at the Computer and Museum Group session of the Art Libraries Society of North America 1986 annual conference have been collected in the *Procedural Guide to Automating an Art Library*. Edited by Patricia J. Barnett of the Metropolitan Museum of Art and Amy Lucker of Columbia University, the papers have been edited and updated for this publication.

The four essays and summary, directed specifically to art librarianship, include information about retrospective conversion, the online catalog, authority control, and bibliographical systems. Three appendixes offer a glossary, a directory of projects and systems, and an annotated bibliography.

The 48-page paperbound guide (ARLIS/NA Occasional Papers No. 7) is available for $15 (outside the U.S. add $1 for shipping) from ARLIS/NA, 3900 E. Trimrod St., Tucson, AZ 85711 (0-942740-06-8).

Archives and automation. The Winter 1988 issue of *Library Trends* looks at recent trends and developments in archival automation. The issue on "Automating Intellectual Access to Archives," edited by Anne J. Gilliland of the University of Cincinnati, consists of eight papers covering various aspects of archival automation.

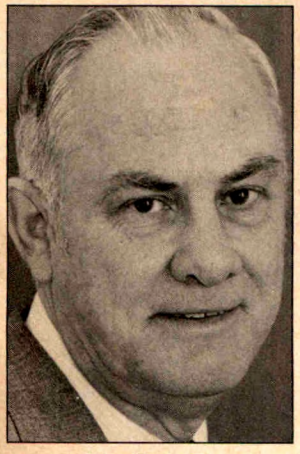
The papers are generally concerned with applications rather than specific types of archives. Topics include AACR2, the development of automated archival systems, the role of bibliographic networks, public access catalogs, MARC AMC (Archival and Manuscripts Control) in terms of funding and application, microcomputer and software configurations and developments, and staff and user needs.

Single copies are $15 plus $1 shipping from the Journals Department, University of Illinois Press, 54 E. Gregory Dr., Champaign, IL 61820 (0024-2594).

Multiple thesauri online. *Multiple Thesauri in Online Library Bibliographic Systems* is a report prepared for Processing Services at the Library of Congress, examining the issues surrounding multiple controlled-language vocabularies for online systems.

Author Carol A. Mandel feels librarians are "shaping tomorrow's systems for subject access" and already confronting many of the issues discussed in *Multiple Thesauri*. Among the topics she discusses are subject searching, thesaurus management, and "support for multiple thesauri at the LC." She also gives attention to the strengths and weaknesses of the state-of-the-art technology in bringing multiple thesauri online. The 94-page paperback report is available for $15 from the Customer Services Section, Cataloging Distribution Service, LC, Washington, DC 20541. □

currents



Ken Toombs



Barbara Wildemuth



George Terry

Brian Armentrout now directs Appomattox Regional Library, Hopewell, Va. ☐ **Rosemary Arneson** has become associate university librarian at Fairfield (Conn.) University Library. ☐ **Gwenyth Arnold** is now head of the Children's Services Department at Mount Prospect (Ill.) Public Library. ☐ **David Austin** has been appointed architecture and art librarian at the University of Illinois at Chicago Library. ☐ The 1988–89 president-elect of the Alaska Library Association is **Lauren Barker**. ☐ **Jaia Barrett** is now assistant executive director of the Association of Research Libraries. ☐ Aug. 1 **Cole Blasier** became chief of LC's Hispanic Division. A specialist on U.S. and Soviet policy towards Latin America, Blasier founded the Center for Latin American Studies at the University of Pittsburgh (Pa.). ☐ **Yvonne Boyer** is now collection development librarian for Vanderbilt University's Central Library, Nashville, Tenn. ☐ **J. Paul Buchanan** recently became library systems analyst for the Oregon Health Sciences University Library, Portland. ☐ **Frank G. Burke** has joined the library school faculty at the University of Maryland, College Park, as professor and coordinator of the history-library science program. He last served as executive director of the National Historical Publications and Records Commission. ☐ At SUNY/Buffalo's Science and Engineering Library **Rene B. Bush** is now head of reference/collection development. ☐ Aug. 15 **Mona Carmack** became director of Johnson County (Kans.) Library. ☐ July 1 **Kathryn Hammell Carpenter** became bibliographer for the health sciences at the University of Illinois at Chicago Library. ☐ **Patricia Cervenka** recently became associate director and head of public services for the University of Nebraska's College of Law Library, Lincoln. ☐ **Martha Childers** has become head of cataloging at the San Diego County (Calif.) Law Library. ☐ **Jin Moo Choi** now serves as assistant professor at the University of Maryland library school, College Park. ☐ **Katherine Cveljo**, who retired in May from the library school faculty of the University of North Texas, Denton, has been named professor emeritus. ☐ **Cary Czarnecki** now serves as assistant librarian of Oak Park (Ill.) Public Library. ☐ Aug. 8 **Elizabeth Davis** became music librarian at Columbia University Libraries, New York, N.Y. ☐ **Peter V. Deekle** is now university librarian and director of Susquehanna University's Blough-Weis Library, Selinsgrove, Pa. ☐ **Elaine K. Didier**, who directs the University of Michigan's Kresge Business Administration Library, also now directs computing services for UM's business school. Didier is past president of the Association for Educational Communications and Technology. ☐ Miami University, Oxford, Ohio, has given an honorary doctorate of humane letters to **Leland S. Dutton** for some 50 years of dedicated service. Though Dutton retired as director of libraries in 1969, he has continued serving the university in various capacities ever since, and is currently special assistant to Miami University Archives. ☐ **James Dyke**, an original member of the OCLC Users' Council, retired in July as university bibliographer for New Mexico State University Library, Las Cruces. ☐ **Philip B. Eppard** has joined the faculty of SUNY/Albany's School of Information Science and Policy. ☐ Emporia (Kans.) State University library school has given its 1988 Distinguished Graduate Award to **LeRoy G. Fox**, library network pioneer, who recently retired as director of Johnson County (Kans.) Library. Cofounder of Book Mark Press in 1972 and former Kansas state librarian, Fox directed the Northeast Kansas Library System, Shawnee Mission, from 1979 to 1984, while serving at Johnson County. ☐ **Sherrylynne Fuller** has been named director of the University of Washington Health Sciences Library and Information Center, Seattle, and director of the Pacific Northwest Regional Health Sciences Library Service. ☐ The new English and American literature subject specialist at SUNY/Buffalo Library's Lockwood Memorial Library is **Loss Pequeno Glazier**. ☐ **Rhonda Green** now serves as children's librarian for Wichita (Kans.) Public Library. ☐ The new Fort Vancouver (Wash.) Regional Library director is **Sharon Hammer**. ☐ June 30 library automation pioneer **Robert M. Hayes** retired as dean of UCLA's Graduate School of Library and Information Science, a post he held for 14 years. Hayes, who will serve as interim dean until Dec. 31, will rejoin the library school faculty. A past president of both the American Society for Information Science and of ALA's (former) Information Science and Automation Division, Hayes won the UCLA Alumni Association's Professional Achievement Award in 1986. ☐ The new president-elect of the Michigan Library Association is **Linda R. Heemstra**, director of the Bay County Library System. ☐ **Deborah Miller Hefling** has become Cleveland (Ohio) Public Library's librarian in charge of preservation. ☐ **Nancy Herther** is now database search services librarian for the Humanities/Social Sciences Libraries' Business Reference Service of the University of Minnesota/Twin Cities, Minneapolis. ☐ July 1 **Gail Junion** became head of bibliographic services for Cleveland (Ohio) State University Library. ☐ **Susan Jurow** is now associate director of the Association of Research Libraries' Office of Management Services. ☐ **Linda Koepf**, who directs Texas State Technical Institute Library, Waco, has been elected mayor of Northcrest, a suburb of Waco. ☐ Sept. 1 **Katherine Kott** became automated services librarian at Bates College library, Lewiston,

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Maine. ☐ **Michael R. Lavin** has been appointed subject specialist for management and economics for SUNY/Buffalo Libraries. ☐ **Binh P. Le** is now reference librarian at Penn State University's Ogontz Campus Library, Abington. ☐ July 1 **Diane Lucas** became authority control librarian for the University of Pittsburgh (Pa.) Library. ☐ The new biology librarian at the University of Michigan Library, Ann Arbor, is **Stephen Macksey**. ☐ **Elizabeth Mahoney** was recently named director of the library school library at the University of Pittsburgh, Pa. ☐ At Akron–Summit County (Ohio) Public Library **Elizabeth Manderen** has become head of mobile services. ☐ **James R. Martin** is now university librarian at the University of Southern Mississippi, Hattiesburg. ☐ In September **James R. Matarazzo** leaves his post as associate dean of Simmons College library school, Boston, Mass., to rejoin the library school faculty. ☐ **Jan Maxwell** is now head of acquisitions at the University of Oregon Library, Eugene. ☐ Aug. 31 **Laima Mockus** resigned as executive director of NELINET. ☐ July 1 **Thomas J. Moore** became dean of libraries at Central Michigan University, Mount Pleasant. ☐ At Old Dominion University Library, Norfolk, Va., **Pamela D. Morgan** now heads the collection management department. ☐ **Lee Murray** has become head of Syracuse (N.Y.) University's Science and Technology Libraries. ☐ The Medical Library Association recently gave its first Estelle Brodman Award to **Audrey Powderly Newcomer**. The award recognizes potential leaders among outstanding mid-career achievers. ☐ **Maria Otero-Boisvert** has been appointed Latin American bibliographer for Columbia University Libraries, New York, N.Y. ☐ **Elizabeth Parang** is now assistant serials librarian at the University of Nevada/Las Vegas Library. ☐ Aug. 16 **Marion Paris** became assistant dean of the Graduate School of Library Service of the University of Alabama, Tuscaloosa. ☐ The new Pennsylvania state librarian is **Sara Parker**. She last served as Montana state librarian. ☐ **Sarah Pedersen** is now dean of Evergreen State College Library, Olympia, Wash. ☐ At SUNY/Buffalo **Neville Prendergast** now serves in the Information Dissemination Department of the Health Sciences Library. ☐ **David P. Reynolds** has become catalog librarian/monographs at Trinity University's Maddux Library, San Antonio, Tex. ☐ **Davy-Jo Stribling Ridge**, who recently retired as associate director of libraries at the University of South Carolina, Columbia, now serves USC part-time as coordinator of special projects for libraries and collections. ☐ **Gregory Robinson** has become chairperson, circulation services, at the University of Nebraska at Omaha Library. ☐ The 1988–89 president-elect of the Association of Research Libraries is **Martin D. Runkle**, director of the University of Chicago (Ill.) Library. ☐ **Ken Schott** has been appointed assistant government documents librarian at the University of Nevada/Las Vegas Library. ☐ At the University of Michigan, Ann Arbor, **Robert Schwarzwalder** now heads the Engineering/Transportation Library's Public Information Unit. ☐ **Judith Segel** recently became director of the Black Gold Cooperative Library System, Ventura, Calif. ☐ **J. Christina Smith** now serves as reference/bibliographic instruction librarian at the University of Nevada/Las Vegas Library. ☐ **George Terry** is now associate vice president for libraries and collections at the University of South Carolina, Columbia. ☐ The new director of Providence (R.I.) Public Library is **Dale Thompson**. ☐ **John Tieberg-Bailie** has become head of the Adult Services Department at Mount Prospect (Ill.) Public Library. ☐ **Kenneth E. Toombs**, who has retired as director of special collections and development for the University of South Carolina library, Columbia, is now helping procure special collections for the library's Rare Book Room on a part-time basis and writing a history of the university's library system. ☐ **William E. Wenz** has retired as director for library personnel for the University of California at Berkeley. ☐ **Barbara M. Wildemuth** has joined the library school faculty at the University of North Carolina at Chapel Hill as assistant professor. ☐ The new science administrator for LC's Science and Technology Division is **Charlene A. Woody**. ☐ **Bruce Ziegman** has been appointed executive director of the Western Library Network. ☐

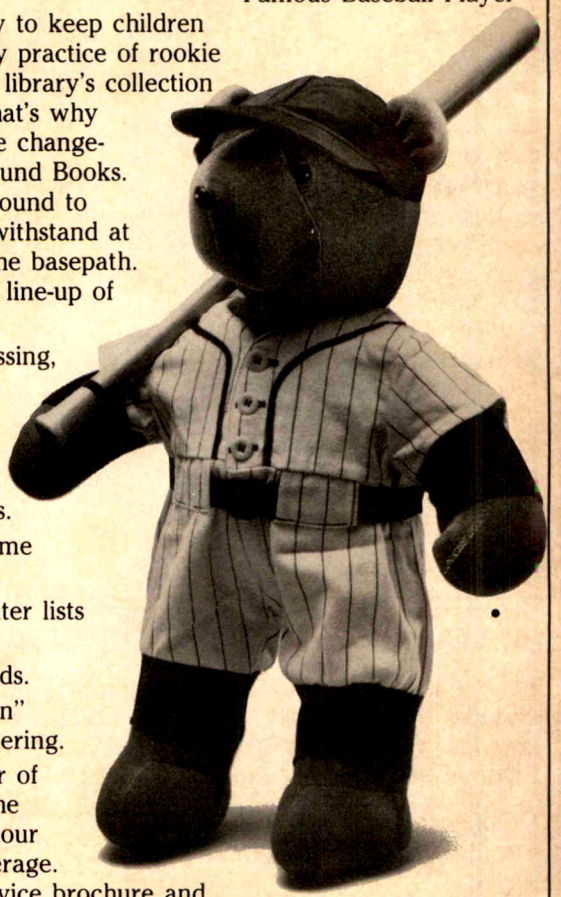
Deaths

Marie Sullivan Curley, one-time consultant on the Library Extension Division staff of Massachusetts State Library, died Aug. 7. ☐

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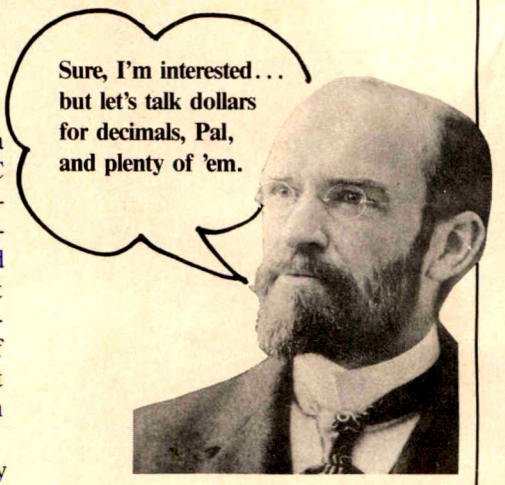
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Would Dewey have done it?

by Art Plotnik



DID THE YOUNG MELVIL Dewey at Amherst ever dream that his modest decimal point would end up with seven figures and a dollar sign in front of it? Probably so, considering the lad's entrepreneurial drive. The better question might be: Were Melvil alive today, would he have sold his Dewey Decimal Classification system (DDC) to OCLC, the Online Computer Library Center, for $3.8 million?

Last month, just such a sale was consummated by the Lake Placid Education Foundation, which Dewey had set up to carry forth his interests. (See story, "In the News" department.) Intrigued by the implications of the deal, we talked with Edward Kurdyla, OCLC's director of electronic publications and information, and Peter Paulson, director of Forest Press, which will continue publishing the DDC under OCLC's ownership.

What, we wondered, does it mean when a "property" as unique as a classification scheme is acquired by an enterprise as singular and protean as OCLC—and what would Dewey have made of it all?

To the layperson, Dewey numbers call to mind a yellowed chart at the end of a bookstack. But to its new owners, DDC is a highly refined, hierarchical classification system, an "intellectual underpinning of modern and efficient shared library cataloging," applied by experts at the Library of Congress Decimal Classification Division to an enormous range of human knowledge. Moreover, its vast classification tables are already stored in splendidly retrievable electronic form.

Following up on Karen Markey's study of the use of DDC in online public access catalogs (OPACs), OCLC has the potential to shift the nation's information terminals into Dewey overdrive, offering end-users such products as: online DDC tables, linked to other classification systems; premium, hypertext-like subject searching; and do-it-yourself, home and office organizing and filing programs.

All that potential, plus the existing "platform" of some 200,000 DDC users in 135 nations, starts to make the $3.8 million price tag look cheap—a deal that Dewey might have deep-sided. On the contrary, it was an offer the Lake Placid foundation could hardly have refused: The foundation was broke (revenues from DDC went back into DDC products and development, including contract payments to the Library of Congress); the physical assets of Forest Press, with its staff of four, were negligible; the foundation wished to pursue other educational agendas, possibly in the library field; and it needed a buyer who could carry DDC into the computerized environment of the 21st century. OCLC, which had worked with Forest Press in earlier cooperative activities, was that buyer.

Some librarians always worry about OCLC's motives, and a few will fear the day when consumers pay by the decimal place and through the nose for DDC classifications. But most will appreciate this melding of the two greatest revolutionary forces in the history of U.S. bibliographic control.

Would Dewey himself have done it? Both parties in the deal believe the forward-looking Melvil would have signed the dotted line—in simplified spelling, of course. □

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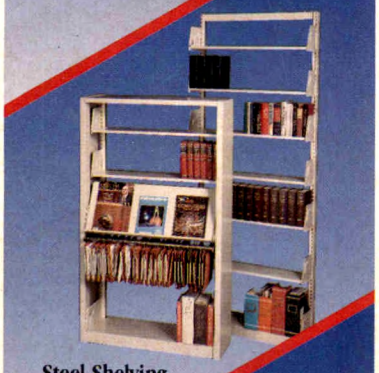
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